# THE SURVEY

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## *The Gist of It*

MANY a social worker, trying to straighten out the difficulties suffered by individuals and families through strikes, lockouts, unemployment, low wages, part-time work has found himself wishing for a chance to put into modern industry some of the viewpoints of trained social work. To JOSEPHINE ROCHE, a social worker of long experience, such an opportunity came. In one of the most disorganized mine fields in the country she suddenly found herself possessed of a controlling interest in a coal mine. Since last March, Miss Roche and her co-workers have wrought a sort of industrial miracle in good feeling between management and labor and between management and consumers. She tells her own story for Survey readers, page 341.

HALLE SCHAFFNER is an associate editor of The Survey, a friend of long standing of Dr. William Alanson White, whose twenty-fifth birthday party as superintendent at St. Elizabeth's Hospital she reports on page 344.

KATHARINE C. DEWAR quite captivated the conference of the National Federation of American Settlements with her witty impressions and her philosophy of international contacts, of which Survey readers get a glimpse in this issue, page 345. Miss Dewar began her neighborhood work at Victoria Settlement, Liverpool. During the War she was chief organizer of the Civic Recreation League for munition workers in Birmingham. She served as secretary of the Glasgow Council of Juvenile Organizations, and for the last five years as warden of Birmingham Settlement and tutor of practical work at Birmingham University.

CLARENCE O. SENIOR, one of the American delegates to the Youth Peace Conference at Eerde, Holland, which he reports (page 351), is on the staff of the Adult Education Association of Cleveland.

PROFESSOR READ BAIN teaches sociology at Miami University, Oxford, Ohio. Page 355.

LOIS MACDONALD, a South Carolinian who was on the faculty of the Southern Summer School for Women in Industry, which she describes on page 358, is now teaching in the economics department of New York University.

LAST year the Consumers' League of New York reported on what it had found in investigating wages and working conditions in New York candy factories. Here MARY DEWHURST BLANKENHORN, the league's executive secretary, points out the practical results of the candy white list set up by the league as a guide to consumers, including Santa Claus. Page 360.

GRACE L. COYLE, who directed the study of clerical occupations the report of which, Present Trends in the Clerical Occupations, was recently published by the Woman's Press, is an assistant in the department of economics and sociology at Barnard College, Columbia University. Page 361.

JOHN A. GLASSBURG, M.D., is director of the speech clinic at German Polyclinic in New York City, the author of numerous articles on voice and the speech, and a specialist in diseases of the ear, nose and throat. Page 363.

KATHRYN LINCOLN BROUGHAM is in charge of the work in physical coordination at the Edgewood School, Greenwich, Connecticut, which is based on the principles devised by Gerald Stanley Lee. Page 366.

RACINE'S good fortune through matrimonial cooperation appears in the unique posters (page 368) made and described by FLORENCE MARVYNE BAUER for the Board of Health, which is directed by Dr. Bauer. The silhouettes at the edges of the pages are taken from complete posters similar to that reproduced in the center.

AMONG his many private and official connections with health and educational work, DR. IRA S. WILE numbers those as a vice-president of the Children's Welfare Federation of New York City, psycho-pediatrician at the clinic maintained by the Hebrew Orphan Asylum for its wards, and director of the Children's Health Class at Mt. Sinai Hospital. Page 370.

NEVA R. DEARDORFF who, like Dr. Wile, needs no introduction to Survey readers, is director of research for the New York Welfare Council, president of the Child Welfare League of America, and past-president of the American Association of Social Workers. Page 372.

THE exciting possibility of a new scientific standard for both law and social work is discussed by ROBERT W. KELSO, himself a lawyer and executive secretary of the Boston Council of Social Agencies. Page 373.

LOTTA LEVENSOHN, an American journalist who has lived in Palestine for the past few years, is especially fitted to appraise the value of the recreation program she describes. Page 376.

EDWARD T. DEVINE is dean of the Graduate School, American University, Washington, D. C., following his many years of social work and teaching of the social sciences. Page 379.


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THE SURVEY
MIDMONTHLY

December 15
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# Mines and Men

By JOSEPHINE ROCHE

"IT is the same story that has stained Colorado's industrial history periodically for forty years—only the names of the victims are different." The remark was made by one of Colorado's ablest and most public-spirited citizens, an attorney of national reputation and nationally honored. The story is that of the 1927 strike of the Colorado coal miners.

All through the month of December, 1927, crowds of silent, anxious-faced miners filled to overflowing one of the hearing rooms of the state capitol. Hour by hour they listened, standing patiently in the back of the room, at its entrance and in the halls, when all sitting room was taken, while the testimony on the strike and its causes was given. Two months before they and some five thousand other miners, wholly unorganized and without leadership, had gone on strike in response to a strike call issued by the I. W. W.

This strike action had aroused considerable surprise by its apparent suddenness. The miners' union had been so thoroughly crushed by the coal companies in the Ludlow days of 1913-14, and the miners had been so relentlessly denied any organization of their own choice by the coal operators since that time, that but little information had reached the public of the conditions under which miners were working and living. Following the cessation of work in the mines in October, 1927, came the usual efforts of companies to operate with new men, picketing by the strikers, the demand by operators for state troops to break the strike, and the attempt to stop picketing by armed forces in the field, culminating in the Columbine tragedy on November 21, when six strikers were killed and many others wounded by the state police, and in the Walsenburg shooting a short time later.

Finally came the belated hearings before the State Industrial Commission. When the testimony of the miners in the northern field had been completed, one of the lawyers representing a group of operators in that field arose and read a prepared statement expressing the attitude which had been traditional with coal companies for nearly half a century. Denial was made that conditions described by the men existed—and even the fact that there was a controversy or an issue was denied—although every mine operated by his clients had been shut down by the strike for two months! To quote from the statement:

> At the outset and ever since, the operators have declined to appear or to be regarded as parties to a controversy. In fact they have denied and they still deny that there is any controversy or dispute between them and their employes pending before or being heard by the Industrial Commission. . . .
>
> When hours of labor, rates of pay, or working conditions, or any of them, are maintained in violation of law, the statutes provide ample remedies for relief; when hours, wages or working conditions, although not

## A Social Worker Turns Mine Boss

*We have all dreamed of the genii out of the bottle—for most of us, it is a daydreaming escape from reality. But for Josephine Roche the genii actually did pop out of the bottle. Miss Roche had had long experience in social work in the Foreign Language Information Service, the federal Children's Bureau, the Juvenile and Family Court of Denver. One of the chief stockholders, through inheritance, of the third largest coal-producing company in Colorado, she protested vainly against the unenlightened managerial policy that resulted in the Columbine mine tragedy (see The Survey, February 15, 1928, page 644). And then came the genii. Last March Miss Roche obtained a controlling interest in the company. Here she tells the exciting story of a social worker's experiment in carrying the ideals and standards of her profession into her new job as mine boss.*



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in violation of law, are unsatisfactory to the worker, he may seek employment elsewhere. . . .

If evidence from the operators is desired they are prepared to show:

That there have been no violations of the eight-hour law; where men have worked more than eight hours, they have done so as volunteers to assist the management in meeting emergencies and to help their fellow workers and never because of any command or coercion by the operators; . . .

That checkweighmen elected by the miners have never been rejected by the operators.

BUT the operators' case was not to stand unquestioned as in the past, upon a mere contradiction of what the miners had stated were the facts. A review of actual conditions in the industry was given by Merle D. Vincent, vice-president and general manager of the Rocky Mountain Fuel Company, the largest company in the northern field. Mr. Vincent said:

A statement was made here Tuesday by counsel for certain operators in the northern field and purporting to represent all operators in that field. Inasmuch as that statement is inadequate as a review of conditions prevailing in the coal industry and of the factors which this commission must consider; and inasmuch as that statement omits consideration of important factors which are of common knowledge to all of us, it appears advisable to make an independent statement. . . .

Strikes have been periodic through the history of the coal industry. They have been characterized by distrust and hostility between operators and miners, and usually by violence and bloodshed. After each strike, operations have been resumed without the cause for it having been removed or relations between the parties improved. Antagonism existing prior to these strikes, and its causes, have remained afterwards. Settlements and resumption of work have heretofore held no permanency or constructive gain. . . .

In the dispute immediately confronting us the miners charge that conditions are the cause of the strike. Operators have denied this assertion and charge that the I.W.W. is the cause of the strike. An impartial observer with accurate knowledge of facts and circumstances attending the strike would probably declare that a number of causes contributed to and resulted in the strike in the Colorado coal fields; that while this organization is immediately responsible for the strike call, conditions are primarily the cause of some 5,000 miners striking. . . .

The strike has been in effect since October eighteenth. To say there is no strike is idle. There is not only a strike but it has called out the military forces of the state. So far no effective steps have been taken, until this hearing, to determine its causes and a reasonable basis for adjustment. . . .

The complaints and demands of the miners fall roughly into two classes. The first includes charges that certain provisions of law are not observed by operators—for instance, the right to checkweighmen, inspection committees, provisions for safety, delivery of material at place of work, etc. These charges are denied by operators.

It is unnecessary to discuss a dispute upon this question. It is common knowledge that the miners generally do not have checkweighmen or inspection committees.

As Mr. Vincent proceeded the room became intensely quiet, and continued so for a moment after he had finished speaking, the men leaning forward eagerly, listening to every word. Then the stillness was suddenly and sharply broken by a wave of long and heart-warming applause. For the first time a representative of the coal interests had faced and publicly acknowledged the facts about the coal industry.

The Rocky Mountain Fuel Company, at the time of these hearings, had been going through a business and administrative reorganization. Eight months before, in March, 1927, Mr. Vincent had been called in by large investors in the company to take charge of its management, because of his liberal views, his understanding of the complex economic forces involved in the situation and his executive ability and wide experience as one of the state's leading lawyers. These investors, together with Mr. Vincent, had realized that there was imperative need for a changed labor policy in order to remove conditions causing strikes and to stabilize the industry. But there was not then the necessary majority on the board of directors to adopt the labor policy so obviously needed but so determinedly opposed by board members representing the old industrial system. Business improvements and increased administrative efficiency had been effected, however, and in the following March, 1928, additional holdings were acquired, making possible the election of a new board of directors. Mr. Vincent was made president and general manager of the company, and announcement was made of the company's new policy, which recognized the right of workers to organize and bargain collectively and which expressed the readiness of the company, whenever the miners were organized in a union affiliated with the American Federation of Labor, to contract with their union.

Coming as it did within a month after the Colorado coal strike had been called off with only a slight increase in the wage scale and no improvement in working conditions, and with the coal industry nationally in so chaotic and demoralized a condition, the announcement caused intense interest among organized labor in general and particularly among the miners.

The appointment of Edward P. Costigan as general counsel for the company, and the election of John R. Lawson as one of its directors and vice-presidents, following close upon the adoption of the company's new labor policy, completed the evidence of the company's sincere determination to create in its mines a new industrial order in which collective bargaining and a union contract would prevail in place of the "open shop" policy which had so long dominated the mining industry of the state, and in contrast to the "company union" substitute for independent action and independent thought by workers.

Mr. Costigan had just returned to Denver after resigning as U. S. tariff commissioner, a position he had held for eleven years in Washington. Prior to his federal appointment he had been counsel for the United Mine Workers of America, first in the hearings before the Special Committee appointed by Congress in 1913 to investigate causes of the Colorado strike, and later in the hearings before the United States Industrial Relations Commission. Mr. Costigan's analysis, at that time, of the causes of Colorado's industrial warfare and his presentation of what should be done to remedy conditions, had never been forgotten by labor, nor by those of the general public who realized that had his suggestions been followed Colorado might have been spared much of its later industrial waste and conflict.

JOHN R. LAWSON, who joined the company in July, was formerly a member of the International Board of the United Mine Workers of America, president of the Colorado State Federation of Labor, and active all his life in the labor movement. His place in the hearts of working men and women goes far deeper, however, than any recital of offices and honors can tell, for he has been tested by every

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trial and by every temptation which test men in places of leadership and power. His record of uncompromising courage, vision and faith has brought him the devotion and complete trust of the thousands who fought and sacrificed with him in the years when labor was making its desperate effort to save the miners' union from destruction.

With fresh spirit and energy the miners began the task of organizing their local unions. Old charters were hunted up; a membership campaign started; United Mine Workers' buttons, long hidden away, began to appear again. "Guess you haven't seen one of those for a good long time," said an old miner, proudly pointing to the button in the lapel of his coat. And he added with unconscious pathos, "We're wearing them again in the north."

Weather-beaten union halls, dingy from disuse, were opened up, scrubbed, cleaned and freshened, and began again to house their own. Calls were issued for union meetings, and first in answer to the call were gray-haired men whose lives had been spent in the mines of the district and who with their families had paid the full price exacted of those who "stand up and are counted" in the fight for industrial freedom. They had been through the five-year strike of 1910; they had witnessed the slow and relentless choking out by coal companies of all outward signs of union interest, and they had returned finally to work, beaten but not broken, holding fast to their faith that a juster day would come. Beside them sat men and youths of the younger generation who had yet to learn the full meaning of organization, of its demands for individual sacrifice as well as its gifts of liberation and education, but who already knew from their daily experience how hopeless the future would be unless they could gain independent power through organization. In referring to the needless waste of the past, one of them told in a few words what filled their thoughts: "What we want is peace and work and just working conditions."

BY August the majority of the men in the Northern Colorado coal fields were organized in the United Mine Workers of America, and on the sixteenth of August the Rocky Mountain Fuel Company signed a wage-scale agreement with that organization. The agreement is significant, first of all because it was entered into voluntarily at a time when the miners' organization had no power locally to enforce its requests and nationally was losing ground. Furthermore, certain of its provisions appear for the first time in a wage contract and are of much economic significance. Chief among these are the recognition by the workers that increased efficiency should accompany a higher wage scale and the agreement by a company to a differential of twenty-three cents above the non-union scale on account of the greater efficiency of union labor; and the Declaration of Principles in which the joint purposes of the contracting parties are stated to be, among other things:

> To substitute reason for violence, confidence for misunderstanding, integrity and good faith for dishonest practices, and a union of effort for the chaos of the present economic warfare; . . . To defend our joint undertaking against every conspiracy or vicious practice which seeks to destroy it; and in all other respects to enlist public confidence and support by safeguarding the public interest.

The provision for a Commission and Department of Medicine, Health and Sanitation also is exceptional in its purposes and plan of organization. In order to assure miners their rightful share of control over matters so vitally their own concern as the health and safety of themselves and their families, and at the same time to make available for them the best possible medical and surgical care, the contract provides for a commission composed of representatives of miners elected one from each mine and an equal number of officials selected by the company. This commission is charged with the responsibility of organizing and administering a Department of Medicine, Health and Sanitation whose purposes are set forth as follows:

A. To render the best and most skilled medical and surgical service possible to employes and their families in case of illness or injury;

B. To provide scientific and adequate prenatal and confinement care for the wives of the employes;

C. To promote health and to prevent illness:
   1. By establishing and maintaining sanitary conditions in the company's camps.
   2. By making available, through consultation and visitation of doctors and nurses, information on general health matters and specialized service and information on matters affecting children's health and development

HOW keenly the miners themselves sensed the importance of the agreement is evidenced in the following resolution passed by one of the locals of the United Mine Workers of America:

> Whereas,—The Rocky Mountain Fuel Company has negotiated a contract for the period of two years with the miners of all their mines;
>
> Therefore Be It Resolved,—That this contract is humane, just and fair, placing the miners on a respectable basis;
>
> Whereas,—The general working conditions have been made ideal and the wage scale has been very satisfactorily adjusted;
>
> Be It Further Resolved,—That the members of Local Union No. 84, U. M. W. of A. at Superior, herein speak their gratitude and appreciation to the officials of the Rocky Mountain Fuel Company; also that they promise fealty to the above-mentioned company and that they will cooperate with the requirements of the contract by the performance of honest, competent, and conscientious work.

The significance of the contract to organized labor as a whole was instantly perceived by the various state and local labor bodies and they acted forthwith in a unique and effective manner to develop plans to insure for the joint undertaking the support of members of the labor movement. A force heretofore but little used—the purchasing power of organized labor—has been called into action. At a meeting of some fifty leading men and women of the labor movement there was created Organized Labor's Central Coal Committee, which in turn organized twenty-two teams to meet with every local union in Denver and be responsible for the appointment of a permanent coal committee in each local. More than fifty of these local union committees are already hard at work in their campaign of marketing the Rocky Mountain Fuel Company's union-mined coal and of educating the public on the coal situation.

The contract between the Rocky Mountain Fuel Company and the United Mine Workers of America has been in effect only since September 1 and concrete results from the new relation and the new plan of work cannot, of course, be reported for some time to come.

The first step, however, has definitely been taken toward removal of the unfair labor conditions, and the oppression out of which have grown the unrest, the conflicts and the

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human losses of the past years. But back of these labor conditions are industrial and business practices so unsound and so unfair that they must be completely eliminated if the coal industry is to be put in decent order, its markets stabilized and a fair labor policy maintained.

To give an illustration: In the Colorado lignite fields about half the coal produced from the mines is the lump, or domestic coal, the other half is the slack, or industrial fuel. For industries and steam plants, slack is just as important as lump is to the householder, yet the chief industrial consumers of the slack coal mined in the Northern Colorado coal fields—large, highly organized industries whose profits are guaranteed by federal and state governments' protection—have been obtaining their necessary coal supply from certain operators in the Northern Colorado coal fields for prices far below its actual cost of production. In their efforts to make up losses resulting from this price favoritism to large industries, operators have charged higher prices to home owners and small industries, and have cut production costs. Labor, being the chief item in production cost, has been the first and chief sufferer in reduced wages and short weights of coal. And so the vicious circle of strikes, coal shortages, high-priced imported coal for consumers, taxes on the public for the militia to break strikes, and enforced settlements bringing no solution to the problem, have continued in violation of common sense, and of the simplest rules of sound business.

The management of the Rocky Mountain Fuel Company has taken the stand that a public interest is involved and that the public has a right to be informed of these and similar practices in the industry. The management has analyzed and stated publicly the facts about the marketing of coal as well as about the labor conditions in the mines. It has refused to be a party to selling coal to favored industries at the below-cost prices which mean continued demoralization of the industry, but for which these industries still get their coal from other operators.

The Rocky Mountain Fuel Company's program has been undertaken in the realization that the labor and business phases of the problem are inseparably bound together and that sound business methods, integrity and fair dealing in the coal industry's relation to the general public and to its customers must be established simultaneously with decent respect for and fair treatment of the men who mine our coal.

# Out of the House of Bondage

By HALLE SCHAFFNER

FROM soup to speeches it was a grand party! From near and far they came, most of them "medics," three hundred strong—strong in devotion to William Alanson White, the man who had put the saint into Saint Elizabeth's. Crusaders all in the cause of the mentally sick, they were gathered to honor him at a banquet the night of his twenty-fifth anniversary as superintendent of the great government hospital. Twenty-five heroic years!

Talk about service stripes! It took Allenby nineteen months to crash through the gates of Turkish oppression; it has taken White thirty-two years, trying to tear down the walls of ignorance built around mental diseases. And a long fight it has been, insofar as continuity of action and effort count, against blind and greedy forces, in and out of politics. Might over right means the same old story wherever the helpless and weak are concerned. White will fight to the finish to give them their chance and, praise be, he's still going strong! In other nights of long ago such a party as this would have turned into a torchlight procession, with White borne aloft, like some sort of genial human torch, which in truth he has always been—the light and the way for many out of the land of darkness, out of the house of bondage. William Alanson White: physician, author, legal reformer, philosopher, all-in-all humanist, "the man who turned jeers into cheers."

At the far end of the banquet hall, against dark folds of drawn velvet rose a long table heaped with yellow and white chrysanthemums—giant blooms attempting to rival the size of the great globe that is Smith Ely Jelliffe's head! Beaming down on his flock like a modern patriarch sat Dr. White; at his left the master of ceremonies, Dr. Lewellys Barker of Johns Hopkins, Mrs. White, Frank Hogan and Mrs. Jelliffe; to the right Mrs. Hogan and Dr. Jelliffe. In the quality of its effect that group might well have been made into a painting, after the manner of Franz Hals perhaps, or a Pieter Breughel in brilliant guise.

At half-after nine Dr. Barker arose to tell us that telegrams, cables, and speeches were the order of the night. Fireworks from all parts of the world! "With the philosophy of Socrates and the precision of Annie Oakley I first saw Dr. White blowing cigar smoke into a wide, wide world, at a lot of congressmen. . . . He's been blowing smoke, smiles and smotherations at them ever since." This epic from James Hay, sick newspaper man, down in South Carolina. "I realize now more than ever, what it has meant to have worked under your leadership at St. Elizabeth's. For great men, like mountain peaks, can best be estimated at a distance," a message from one now in the laboratory of Ramon Cajal, neuro-pathologist in Madrid. "I can only congratulate you that while doing so much for others you found time to do so much for science," so read in part that memorable letter from Professor C. U. Ariëns Kappers, director of the Central Brain Institute in Amsterdam. From Maine to Java stretched the hand-clasp of good-will that night; came the far-flung tributes to the man who has in great measure altered the topography of static thinking by sticking the pins of dynamic concepts into the world map of psychiatry.

THE messages read, Dr. Barker said: "It is just twenty-five years ago, after ten years as assistant in the New York State Hospital, that Doctor White came to St. Elizabeth's. He has made of it a great hospital, he has developed many important men in psychiatry, he has found time somehow to write books that are milestones for science along with its practical application in general." And Frank Hogan went on to say: "He has remolded public opinion, taken the complexities and intricacies out of science, given laymen an understanding they never had before and above

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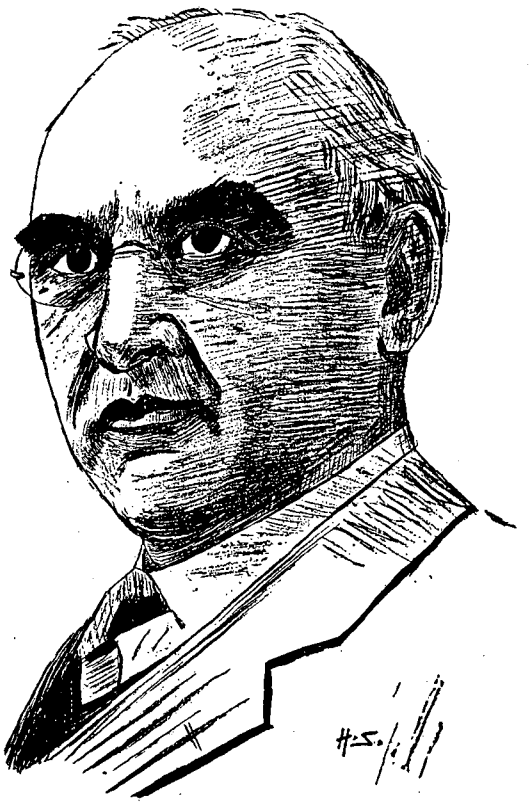
all, taken away the stigma attached to the mentally sick. . . . Forward-looking scientist, teacher, pioneer who blazed the trail in medical law, good fellow and splendid citizen—one of the greatest who ever served his fellow man. For that men will always call you blessed. . . ."

Then Dr. Jelliffe, in his wise and witty way, touched upon their early days together in the Binghamton Hospital, where both were "confined," thereby to lay the corner stone of that rare friendship, cemented through the years, resulting in their joint editorship of that huge textbook, the Journal of Nervous and Mental Diseases, the Psychoanalytic Review, and the Monograph series. Together they have made of psychiatry a science of human behavior; proved psychic forces as potent as organic forces. "He has made us understand," said Dr. Jelliffe, "that every illness comes out of that individual's attempt to solve his problem. Remember, that of the 800,000 beds in hospitals throughout the United States, 400,000 beds are for the mentally sick. . . ." Apropos of this he told us what Kraepelin, "the father of psychiatry," had told him shortly before his death on the occasion of their last visit together at Maggiore, to the effect that of all the great institutions in the world—and Kraepelin had visited them all, in Europe, Asia, Africa, America—he had found St. Elizabeth's "the finest in every respect." It is White who has not only transformed but transfused psychiatry with his intellectual and moral vision and made of that work a joy."



WILLIAM ALANSON WHITE, M.D.
*"The man who put the saint into Saint Elizabeth's"*
*Drawing by Halle Schaffner*

In the applause that followed there flashed to mind an anecdote told the writer years ago by Dr. White. It had to do with his first job. While waiting in the office of the hospital superintendent who was called away for a few moments, White, glancing about the room, saw that the desk and shelves were dusty. Whereupon he peeled off his coat and got to work with his handkerchief as a duster. Well, that's about what he's been doing ever since—sweeping the dust away from stodgy ideas; blowing the dust out of people's brains; pretty much dusting off the sick parts of the world, trying to make it a better place. White, the Dustman!

Then came the big moment toward the end, when Dr. Barker on behalf of the staff, presented the chief with their gift of a watch. Doctor White rose to his feet again, and for a moment he didn't speak—perhaps he couldn't. Standing there, his brown eyes shining over the top of his spectacles, his shoulders bowed a little—the sag that might come from carrying some 8,000 people day and night these many years—he said a few simple words of thanks: "This staff doesn't work for me—I work with the staff. And the only virtue that I've brought to this field of medicine is that I've loved it with all my heart. My only desire—that St. Elizabeth's be given the opportunity to serve."

# Adventures in Friendship

By KATHARINE C. DEWAR

IN my five years as warden of the Birmingham Settlement in Birmingham, it has always seemed to me that if we could get our neighbors to travel we could accomplish much for the friendship of peoples. I have had a hand in some attempts in this direction. And in my recent visits to American settlements I have tried out the idea before some of your club boys and girls. In one midwestern settlement I was awakened abruptly to the difference of interpretation of these possibilities by their questions—which revealed, at the same time, my abysmal ignorance of my own country, and the things my questioners considered really important to them.

"Who is the champion prize fighter of England?" was the first question. I did not know!

A chivalrous boy rushed to my aid and said he thought it was Jimmy Somebody, and that sounded likely enough to me. But the point was to have known the "Somebody" part exactly.

"Is it true your police are unarmed?"

"What happens to the cop if he's got to get somebody and he's unarmed? It's a bit hard on your cops."

"Is Scotland Yard really as wonderful as it is said to be?" gave me more wing. But they all thought I was a grand misser of opportunities, because I had never experienced, nor been inside Scotland Yard.

After some more heckling, the meeting ended, and a tactful boy came up to ask me to outline for him the ideas and methods of our unemployment insurance act. I replied warily that, though I had had to administer parts of that act practically, my knowledge was not exact enough to give him the details he wanted for his essay, but that I would get him the information from one of our consulates. I hope that the answer sent by our Philadelphia Consulate has rehabilitated the British nation in the eyes of that club.

With this experience in mind, when I was asked to address a boys' club in the east, I was determined to know all about our boxers. The Boston Consulate furnished me with thrilling and intimate details, so that I faced my

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audience with something like confidence. But did the boys ask a single question on boxers? No! The first question positively startled me:

"Why does the Prince of Wales fall off his horse?"

"Have you got prohibition and what do you think of it?"

"Is it true that an Englishman can't see a joke?"

"Do you think that America won the War?" (answered by another boy who said that was a wrong way of putting it and that it was really the Allies who won the War).

"Is London bridge really falling down?"

"What is a London fog like?"

"What do your people think of the Revolution?"

I, being middle-aged and a little confused on the subject of revolutions, asked (again stupidly): "Which revolution do you mean?" and I got the reply, in tones a little shocked, "Why the American Revolution of course!"

I explained that we did not think so much about it as my audience, and also why it stood to the whole world as something of great significance in that it asserted the worth of liberty and freedom.

SO much for my American exchanges. Let me turn to my background of British experience. Perhaps the fact that I have been a Scots woman in an English settlement has made me especially sensitive as to how we can promote adventures in friendship. International ideals are the fashion today, but for social workers the point of their significance lies in how these ideals can be put into practice. For it is that personal knowledge of the other man, of the other nation, which counts so much—giving proportion to our ideas and setting our world in a just relationship. The first attempt of putting these ideals into practice, with which I was associated, was the first Club Members' Conference of the National Council of Girls' Clubs of Great Britain.

It brought to that conference, which was held in London, nine club girls from Glasgow and from Edinburgh.

It was a great adventure, for many arrangements had to be made in order to accomplish it, such as enlisting the good-will of the girls' employers to allow them to have a "long week-end."

We set off on Thursday night (Glasgow is eight hours distant from London) and returned on Tuesday morning, in time for the girls to go to work. We saw some of the sights of London, before the conference began on Friday night, including the changing of the guard at Buckingham Palace, where some of the girls were very pleased with themselves, as they thought they had caught the eye (favorably of course) of one of the guardsmen—"clicked" is the correct term for this happy state of affairs; also Westminster Abbey, Westminster Cathedral, and peeped into the National Gallery before visiting the Houses of Parliament, where Mr. Fred Nelson, a Scots M.P., gave us tea.

Arriving at the conference house, a happy mixing up of the girls took place in the dormitories, when this conversation was heard between a Glasgow girl and a London delegate:

*Glasgow*: "Hae ye no hearrrd of McEwan?"

*London*: "No!"

*Glasgow* (voice slightly raised): "Hae ye no hearrd o' McEwan's foxtrots?"

*London*: "No!"

*Glasgow* (a little more shocked): "Do ye no ken that he takes the St. Andrew's Halls?"

*London*: "No!"

*Glasgow* (thoroughly roused to the horror of her companion's dense ignorance): "Hae ye never *hearrd* o' the St. Andrew's Halls?"

*London*: "No!"

That was a terrible blow to our Glasgow pride—we, who had considered ourselves really the center of the world. To the London girl, it was a revelation that there existed other places so civilized as to have foxtrots.

The next experiment with which I was associated was taking our Birmingham Settlement club girls to Paris. L'Acceuil Social, a settlement in the rue Clavel, received ten girls and two workers. Not only were Mlle. Monod and Mlle. Godot ideal hostesses, but their club girls expressed their hospitality by piloting us through Paris.

The French girls gave us a dramatic entertainment, by way of finding a language we all understood, which our girls admired inordinately. For the French girls act with such ease, and charm, and grace. We danced some English folk dances, by way of offering a universal language also, and later we made the French girls join us, much to their amusement. We all laughed greatly and that made us better friends. Through the Birmingham Chamber of Commerce, the International Chamber of Commerce gave us a letter of introduction to the Galeries Lafayette, and that firm generously showed us through all its vast store.

Two of the French club girls from the rue Clavel, came to Birmingham to see us. That was a time indeed! Our boys greatly admired them, and of course every feminine heart was intrigued by the way they put on their clothes and just how they got that "chic" effect.

What these French girls really thought of us we do not know. They wrote us charming letters, and remain a joyful and cherished memory. We made many discoveries: that the French women always did their hair neatly, and had it properly fixed from the earliest hour in the morning; that the streets were clean and had practically no papers flying about; that the French liked to walk about in felt slippers in the morning; and this above all—that they were really human beings like ourselves! We were not asked to eat frogs—the secret fear of our girls—nor did this delicacy appear on the menus of any of the restaurants we frequented. The whole cost of this week's trip was about thirty dollars per head, including transportation, lodging, food, sightseeing and passport charges.

IF some social worker could write a practical thesis on several countries, as to where good cheap lodgings can be found, at which restaurants good but inexpensive food is attractively served, and just how an itinerary should be planned, that would be a great piece of service.

For many interesting facts emerged from these journeys, the chief being that before setting out, we should review what we know about the country we are going to visit, and understand perfectly how we should behave and what our attitude to our hosts is going to be; that it is wise to have a carefully planned itinerary, so that the girls may see as many sides of the new life as possible; that sufficient free time be given for the girls to shop, or to do anything they want to do alone; to remember that the girls are made tired if we walk smartly between two given points, while the workers are made tired if we dawdle; lastly to give every girl a careful account on how and what money was spent.

There is nothing like traveling, to unite nations, to bring peace and understanding between peoples, and above all to give us that "giftie" to "see oorsels as ithers see us!"

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# The Common Welfare

## PNEUMONIA ON THE FRONT PAGE

TO an American ear there was something almost frivolous in the early euphemistic bulletins of King George's physician, reporting "mischief in the lung." But as the stark word pneumonia pressed its way through the headlines there was no inclination to jesting. "Captain of the men of death," pneumonia is one of the oldest diseases in authentic medical history, and still the most deadly of the acute communicable diseases. While it may take the illness of a king and the journey of princes to put it on the front page, it has been engaging the attention of research and public-health workers throughout the world, and yet we are still without an answer to many of its riddles. In 1926 it killed nearly 108,000 persons in the U. S. Registration Area, second only to diseases of the heart. Its open season is the first quarter of the year, rising to a peak in late February or March. It is a disease of the city rather than the country, and especially of the New England and Middle-Atlantic states. In the middle years it kills twice as many men as women. It seems to thrive in weather which combines severe cold with high humidity.

Encouraging reductions in the pneumonia death-rate have been obtained in cities, notably Pittsburgh, which require it to be reported as communicable and placard and quarantine the houses of pneumonia patients. Encouraging, too, is the report just issued by Dr. William H. Park, detailing the favorable results in the use of an anti-bacterial serum prepared by the New York Department of Health and tested in a group of New York hospitals. Research under the New York Health Department gives promise also of isolating additional types of the disease, a first step toward getting specific antiserums to treat them. It seems safe to expect that in time pneumonia will be herded in the ranks of the conquered diseases, and in the meantime, and especially during the next two months of "pneumonia weather," there is sound sense in the cheerful admonition of the Ohio State Department of Health: "Keep your head up, your mouth shut, your feet dry—and walk on the sunny side of the street."

## THE REDWOODS SAVED

FUTURE generations of California boosters—to say nothing of visitors to that land of sunshine—must owe an everlasting debt of gratitude to the 874,781 Californians who voted last month for the $6,000,000 bond issue, to be matched by an equal amount from county, municipal, or private sources, in creating a state park system (see Parks Pay, The Survey, August 15). California's famous redwoods are at last safe in the public's keeping. Its ocean beaches, forest lakes, rivers, and sites of historic interest are to be held in perpetuity, and new parks are to be scattered throughout the state. The vote has a two-fold significance. Not only does it insure the enjoyment by all of beauty spots and landmarks, it reflects the appreciation on the part of the voters that the time to buy land for park purposes is before the countryside is densely populated and land values become prohibitive. By nearly three to one, the California voters signified their willingness to dig deep in their pockets, thriftily realizing that tomorrow's enjoyment plus the increase in land values due to the creation of neighboring park areas, is more than likely to repay today's expenditures.

New York and New Jersey might well learn a lesson from their western sister. Together they face a similar problem in the future destiny of the Palisades. If California, with its population of less than four and a half millions, can at one stroke afford $12,000,000 for beauty's sake, surely New York and New Jersey with a combined population of more than 15,000,000, should not hesitate to raise the funds necessary to preserve the famous cliffs of the Hudson.

## S. O. S.

"THE sea has not changed and it is not going to change, no matter what landsmen may think," said Andrew Furuseth, president of the International Seamen's Union, when he was interviewed about the sinking of the Vestris. "Skill in officers and men is as important now as it ever was, from a safety point of view." It is on the owners, unwilling to pay for the necessary skill to protect ships and passengers on the high seas, that Mr. Furuseth lays the blame for the recent loss of the S.S. Vestris, forty-eight hours out of New York, with more than half her passengers and about a fourth of her crew. Various inquiries are going forward. But with their work only partly completed, certain facts about the tragedy stand forth: the shifting of the ill-stowed cargo; the fatal timidity and indecision of the lost captain in making known the condition of his vessel and asking for help; the unreadiness of the lifeboats; the incompetence and lack of discipline on the part of the crew in launching and manning the lifeboats; the inability of the officers to handle the situation. Writing in Labor, Andrew Furuseth, points out that

> According to law and maritime tradition, the mate should superintend the stowage of cargo. He is supposed to be the man who knows how, but he has been stripped of his power by the ship-owners. . . . Seamen know that the master has been shorn not only of his power to see that the vessel is properly stowed, but also of his power to see that life-saving appliances and crew are, in fact, seaworthy. The master who will insist on such things today does not remain master very long, unless he happens to be with some shipping company which retains enough respect for the sea and its traditions to permit him to exercise the power that the law confers upon him.

Similarly Felix Riesenberg, engineer and master mariner, writing in The Nation, points out that

> The master on practically every vessel afloat today is an underpaid servant. The underpaid servant, in fear of displeasing his owners and with the constant problem ahead of him of continuing the support of his family, may easily develop a self-protective point of view designed to hold himself in continuous employment. It is a subservient and humble attitude not uncommon everywhere but decidedly out of place at sea.



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Here is a peril overshadowing all who go down to the sea in ships, whether in the expensive A deck suite or the stokehole. A tightening up of shipping laws and their enforcement, as the result of this latest disaster, may bring about better cargo stowage, more painstaking inspection, stauncher lifeboats, a lifeboat drill that is something more than a perfunctory gesture—all much-needed safeguards.

But none of these things will remedy the keen competition in ocean shipping that makes owners put economy of management ahead of safety, and holds before a master, not responsibility for the ship entrusted to him but fear of unnecessary expense, including salvage charges, as the consideration to determine his conduct in emergencies. In the last analysis, safety on the sea depends less on the size and luxury of ships, inspection in port, and elaborate life-saving equipment than on competent officers and crew, a qualified master who holds and deserves the trust of those he commands and who, in emergency, is equal to swift, decisive and fearless action.

## THE END OF TUBERCULOSIS

THAT urge for the absolute which harries human ambitions thrilled the listeners at the New York City Tuberculosis and Health Conference on November 22 when Louis I. Dublin announced unequivocally, "It is on the cards that tuberculosis must soon disappear." Dr. Dublin's pronouncement came as the conclusion of a brilliant address in which he traced statistically not only the steady decline in tuberculosis through the past quarter century when records have been kept, but the rapidly accelerating rate of decline which promises its speedy end. One school of scientific observers have believed that the declining tuberculosis rate is due to elimination, by death, of those who are susceptible; and therefore that efforts to promote public health in general, and in particular the anti-tuberculosis campaign, actually hold back progress by keeping these people alive to continue breeding the unfit. With one sharp fact after another Dr. Dublin reduced that argument to mince-meat. If tuberculosis is a stigma of innate unfitness, how explain the fact that the rate of the Irish in America is twice that of the Irish in Ireland; that a racial stock in one occupation may show, consistently, a death-rate twelve times as great as that of the same stock in other circumstances of life? How explain the experience of Europe in war-time, a ghastly laboratory experiment unique in human history, when rates which previously had been declining shot upward only to go down again with peace and food? "There are few better indications of the economic status of a people than their tuberculosis death-rate."

In the United States today there are 140,000 people alive who would have died this year from tuberculosis if the rates of 1900 continued in force, and 1,500,000 less are sick. At least 6,000 are saved annually by the sanatoria, and the "graduates" of the best of these who have been treated while the disease was still incipient show no higher a death-rate over ten years than the general industrial population. Each person cured, each case prevented, lessens by so much the chain of infection which would enmesh others and, hence the snowballing decline. On the basis of current trends, Dr. Dublin forecasts a decline from the present rate of 87 per 100,000 of population to 70 in 1930, and 40 in 1937, provided our efforts continue and no great social catastrophe like war or industrial depression undermines our national wellbeing. But science and statistics suggest that even greater things may be hoped: if the *progressive* decline continues, as we have every reason to expect, 1930 may see a rate not of 70 but of 50; 1937, not 40, but, for all practical purposes, the *elimination* of tuberculosis as a serious cause of death. "We can now go full steam ahead, knowing that what we are doing is based on knowledge and experience." And in the judgment of this uniquely qualified observer, full steam for a decade or two will bring us into port.

## THE INTERRACIAL CONFERENCE

FIFTEEN national agencies interested in the Negro or in the larger problems of race relations have labored for two years to prepare the National Interracial Conference to be held in Washington, D. C., December 16-19. During the last year, their efforts were largely vested in a research committee under the chairmanship of Graham R. Taylor, which was to supply scientific data for a new appraisal of the situation faced by colored Americans in regard to health and housing, industry and recreation, dependency and delinquency, and other topics of common concern. Without relinquishing their different philosophies or methods, organizations as varied as the Phelps-Stokes Fund and the Fellowship of Reconciliation, the National Federation of Settlements and the Home Missions Council, have cooperated to bring about a truly representative gathering. The chairman, Mary Van Kleeck, the secretary, George E. Haynes, and the research secretary, Charles S. Johnson, have with the aid of loyal committees carried into effect a conference structure which is unique not only in its scientific orientation and in its inclusiveness of attitude but also in its procedure. On each of the major topics, the plan provides for the distribution of a preliminary written summary report, so that all participant agencies may have the chance to formulate the questions of greatest interest to them; an oral presentation; a brief interpretation of the data by an expert; a period for further questions; and, last—the largest part of the session—discussion from the floor. With such thoroughness of preparation and scrutiny, the agreements of the conference will have an authority which those of no previous similar conference could claim.

## JOHN DEWEY IN RUSSIA

LAST summer a delegation of American educators went to Russia on the invitation of the Soviet government to study Russia's educational program, to offer criticism and suggestions and to carry home a fair picture of what is going forward in schools and informal classes in the Soviet Union. A group of these delegates were honor guests recently at a dinner given in New York by the American Society for Cultural Relations with Russia. Several of them reported the high lights of their few weeks in Russia. Fola LaFollette, for example, told with contagious enthusiasm about an orphan asylum where "the children were happy. They laughed. They sang. They felt secure and at home. They were orphans, in an institution, but they were happy." Donald J. Cowling, president of Carleton College at Northfield, Minnesota, spoke with the impatience of a fighting Irishman against the prejudice and narrowness with which reports from Russia are usually received. John Dewey felt most keenly the penetration of educational ideas throughout Russia, until art galleries, public parks, leisure-time groups, social settlements, emphasize broadened understanding—always with a flexible program and a spirit of eager

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experiment. Here was a successful reaching across the barriers of political fears and misunderstanding to genuine human kinship and community of understanding.

But perhaps the real high light was the story of how, in the villages the delegates visited, little children along the streets ran to hold John Dewey's hands, to cling to his coat-tails and show him their small, childish treasures; how their parents and teachers knew John Dewey's name, and how it served as a password, not only into schools and homes, but into factories and government bureaus. For this gathering, which started as a dinner for the American Educational Delegation to Russia, became "the Dewey dinner," a tribute to the vision, the courage, the freedom and spiritual integrity of a great American educator whose influence, still felt only here and there in the public schools of his own country, has reached overseas to help make school a rich and joyous experience for little children in the back streets of ancient cities and the remote villages of Russia's once illiterate hinterland.

## FIFTY YEARS IN NEWPORT

THE doors of Old Vernon House in Newport, Rhode Island, were thrown open on a recent afternoon in celebration of the fiftieth anniversary of the Family Welfare Society, which has its home in this interesting colonial building. The house was open from attic to cellar, and its stories of revolutionary experience were the topic of conversation for the afternoon as well as its need of an endowment fund sufficient to make all its floors an open house for community-service agencies. Tea was served and many guests spent a delightful afternoon getting in touch with family-welfare work in this way. An evening session was held in the assembly hall of the Newport Historical Society where the mayor of the city expressed his appreciation of the work of the society, and a former secretary, Mrs. William Paine Sheffield, reviewed the record of its work for community service. The president of the society, Anna F. Hunter, gave interesting personal sketches of the founders of the then charity-organization society and the motives which instigated the movement. An old friend of the Newport society and of social work everywhere, Jeffrey R. Brackett of Boston, brought the anniversary program to a fitting close by speaking on The Modern Trend of Family Welfare Work.

## LEARNING FROM HICKMAN

FEW modern crimes have stirred a community as the notorious Hickman case aroused the state of California. There was public clamor through the press and through the organizations (even churches) for the boy's speedy execution. But beneath these demands for legal vengeance there was, apparently, a steady undercurrent of enlightened opinion insisting that the public shared Hickman's responsibility for his crime and that to hang this murderer was no solution for the social questions involved in his brief career of forgery, robbery and murder that culminated in the kidnapping and killing of little Marion Parker. Vivian Pierce, executive secretary of the League to Abolish Capital Punishment, reports a sharp increase in the membership and influence of her organization in California as a direct result of the Hickman trial and execution. There was a similar growth in the league in New York following the legal conclusion of the Snyder-Gray case, and in Massachusetts after the electrocution of Sacco and Vanzetti.

In California, the thoughtful minority found an eloquent spokesman in Miriam Van Waters. The viewpoint that Dr. Van Waters expressed in her widely read article in the October Survey Graphic, she had previously stated at a mass meeting in Los Angeles, organized by the league in September. Dr. Van Waters spoke in the face of a complicated situation in local politics and a public tension over the case that made her friends fear she would imperil her work in the Juvenile Court and her personal standing in the community if she addressed such a meeting and particularly if she mentioned Hickman's crime.

Contrary to these fears, she was received with enthusiastic applause as she analyzed the case from the point of view of cause and effect, and pled, on the basis of the social failure Hickman represented, for intelligent understanding in dealing with criminals, rather than fear and a desire for vengeance. The local papers refused at the time to make any comment on the meeting or to report Dr. Van Waters' speech. Certain groups criticized severely both Dr. Van Waters' attitude, and the propriety of her stating it at the time. But the fact that a mass meeting opposing capital punishment could be held in a city stirred with fear and indignation over an atrocious murder, the growth of the league in southern California during the past months, the California newspaper editorials published since the hanging pointing out the futility of capital punishment and the brutalizing effect of an execution on the public, especially upon school children, indicate the beginning of a shift in public opinion. Here is evidence that Dr. Van Waters and those like-minded with her, do not plead in vain for a civilized attitude toward crime and criminals.

## A NEW HIGHSCHOOL CROP

NO doubt when Benjamin Franklin tramped into Philadelphia with the three rolls under his arm he hailed the whiff of a pot of beans that smelled like his native Boston. And the sheep-fold in Central Park was long a lure for homesick country boys who tramped the sidewalks of New York in search of a job. But what takes the place of these things for the graduate of an Eastern secondary school who begins life afresh on the campus of a Western state university and finds himself feeling a little out of joint with the strangeness of it all? One answer was to be found in a letter home from a New York girl student now in residence at one of the seats of learning in the Great Lakes region. There were four of them from Walden School in New York in the group that were breaking in at Madison this fall. "All of us," she wrote in one of her first letters, "were feeling discouraged because we had met no one who seemed to know anything about the things we were interested in. Then one evening we happened to stroll into a little art gallery in one of the buildings with lots of reproductions by Cezanne, van Gogh, Hodler, Derain and other modern people. That made us feel a little better." After that, later letters unfolded common interests, as well as the challenge of a new setting for living and learning.

Back of these first surface contacts lies the question: How well do the graduates of the experimental schools fit into the more formal scheme of education which they must adjust to in reaching the college grades? Walden is one of the few such schools to attempt to carry pupils through the highschool period. To do so means sacrificing in these four years some of the more colorful and spontaneous sides of school work which are emphasized in the elementary grades. It means buckling into meeting college entrance

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requirements, and yet giving to them less time than does the ordinary preparatory school. Last June, Walden graduated its first class. Out of the ten members all but one are now doing college work. That one, a girl, is in Europe studying painting. Of the other girls, one is at New York University; one is at Columbia University Extension School taking a two-year course in languages and literature; four are at the University of Wisconsin; and one at the School of Dramatics at Carnegie Institute of Technology where only fifteen of forty-five applicants were accepted this year. The two boys of the class gave such a good account of themselves at Columbia that the admissions department there advised several young people in search of a preparatory school to go to Walden. Letters from the girls express great interest in college work. One is "excited" over chemistry laboratory; one is delighted because the trigonometry professor "really knows her subject;" one went into the advanced German class; another into advanced English.

## GOOD WILL

THERE was a day when a man could do as he pleased in the way of burning down his house—he was a mile or so from anybody else and it concerned nobody but himself and his family. But when he moved to town, such a performance would start a conflagration. There was a day when the United States was really isolated by two oceans. Now the world has closed in around us, and a fire anywhere on the globe is our concern. Our Unknown Soldier, and a number of known ones, measure our concern in the emotions of the rest of the world. War and the things that threaten war never again will be private property, or susceptible to localization. This severely practical fact made momentous the great gathering in New York at Armistice-tide of the Good Will Congress under the auspices of the World Alliance for International Friendship. In the background of it, almost simultaneously with Secretary Kellogg's appeal for the War-renunciation Pact which goes down into history under his name, Prime Minister Baldwin of England was issuing on his own soil his ominous warning: "We have got to keep the spirit of the Kellogg Pact or we shall soon sweep down the steep way into the sea like the Gadarene swine and perish utterly." This is the time to let United States senators know that the people want that international renunciation ratified.

## SAVING THE SCHOOLS

LAST summer the "power trust" admitted before the Federal Trade Commission that the public schools, first grade through university, were being used to help create public "understanding" of the business control of power facilities and a distrust of the possibilities of public ownership. The public learned how university professors had been subsidized as lecturers and textbook writers, how pamphlets had been distributed to pupils for supplementary reading in history, civics and current events and as the basis for school debates, how teachers' "helps" had been prepared and widely circulated. The secretary of the National Education Association branded such activities in the schools as "a crime against youth." At its June meeting, the N.E.A. appointed a special committee to report on the methods for handling material offered the schools which "might be classed as propaganda." Now comes the announcement of a national Save-the-Schools Committee, "to help awaken the nation to the grave danger that threatens our schools and colleges by reason of the attempt now being made to use them for propaganda that would destroy their integrity." Bishop Francis J. McConnell of New York is chairman and John Dewey of Columbia University first vice-chairman of the committee, with headquarters in Washington and seventy members, many of them on the faculties of great colleges and universities, representing twenty-five states.

The committee is beginning its work by collecting and studying all available evidence of propaganda in schools and colleges. It is to be hoped it will include in its study not only the organizations seeking to grind their axes on the stones of our public-school system, but also whatever weaknesses in the schools themselves contribute to the situation. Through what lack in training are teachers unable to distinguish between valuable supplementary material and propaganda? Is it a failure in their own education or a defective salary schedule that makes lecturers and textbook writers sell out to propaganda agencies? What is the connection between public schools, book concerns and "practical politics" that has made it possible for paid agents to place in some school-rooms selected facts and garbled statements?

## IS PENNSYLVANIA PENNY-WISE?

AS surprising in state governments as in family bank accounts, Pennsylvania's fiscal prospects promise a net balance of some twenty-five millions of dollars by May, 1929, of which some eight to eleven millions may come from the estate of the late Rodman Wanamaker, while other very large amounts are due from delinquent taxes. Already her citizens are grouping themselves expectantly for plums, such as a suggested repeal of the anthracite coal tax. It is safe to wager that any private Pennsylvanian who found himself in this happy situation would not try to eliminate a surplus by cutting down his income, but would look for some promising way of investing it. And this counsel finds an able spokesman in the Citizens' Committee for the Welfare Building Program, the heir apparent of the Citizens' Committee for the Welfare Bond Issue, which went down to defeat in the election a few weeks ago (see The Survey, December 1, page 307). This committee asks for $10,000,000 for the present biennium, the amount which a bond issue would have provided for state hospitals and institutions. None who are informed as to Pennsylvania's needs and the most effective and economical means of meeting a state's obligations will gainsay the wisdom of this request. It would have been better to get the money by a bond issue, part of a continuing program, wherein it could have been foreseen that subsequent needs also would have been met. Any state at one time or another can present the sorry spectacle of the model institution which can not be properly run or perhaps even opened because some legislature has forgotten to appropriate the money to complete it or staff it. But $10,000,000 would be a very creditable beginning, even for so rich a commonwealth. Here is an easy opportunity for those who opposed the bond issue to make good their statements that the needs can be met out of current income.

## IN MEMORIAM

THE friends of Mary E. Richmond will meet in her honor on Wednesday evening, January 2, at 8:15, in the assembly hall of the Russell Sage Foundation Building, 130 East 22 Street, New York City.

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# EDUCATION

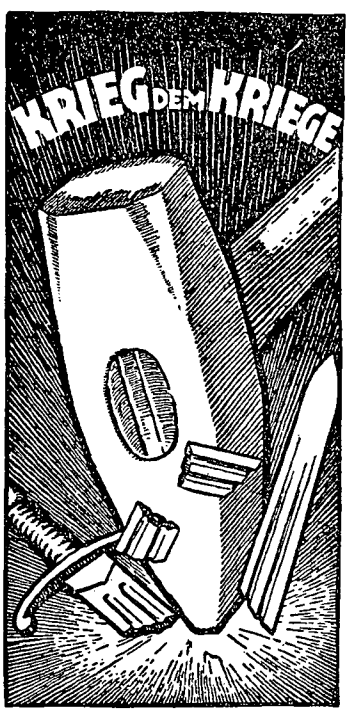
# Youth and World Peace

By CLARENCE O. SENIOR

"THE Youth Movement is dead." This is the report which is brought back from Europe by some persons who expected to see what they read about or saw six or seven years ago. Perhaps it is and perhaps it should be: A youth movement with perpetual youth might be somewhat of an anomaly.

But when the cry is raised, "The Youth Movement is dead," is it not of the romantic period of extreme self-expression that we are thinking? If so, the report is correct. That phase seems to be at an end. Youth has found that it cannot create a new social order by fiat. It has also discovered that it cannot escape from the existing society. The present state of the Youth Movement seems to be due to these realizations, coupled with the pull of elders who suggest necessary techniques, the reaction to the varying degrees of disillusionment suffered and the condition in which each class and each nationality came out of the chaos of the War.

Delegates to the World Peace Congress, held in Holland early in the fall, were able to get a most significant cross-section of European youth movements. Four hundred and fifty young people from thirty-four countries gathered to discuss the attitude of youth toward peace. It seemed that all possible shades of social, political and religious theory were represented. Imagine for a minute a convention of adults, each imbued with the ideas of one of the following organizations: Anarchists, Communists, Zionists, Boy Scouts, Socialists, Theosophists, Catholics, Syndicalists, Quakers! They were only half of the world-wide organizations that sent delegates. But the confusion which might have resulted with adults did not happen with youth.




Not only did they work together in Holland, but there were numerous stories of the manner in which they cooperate at home. They build up some of the devasted areas, found *Volkshochschulen,* create international and inter-organizational committees at specific points of friction, run youth camps, arrange hikes, furnish eating and sleeping facilities for wandering comrades, and meet on "youth days" for festivities, speech-making, and discussion.

The spirit of youth reaches across all the divisive boundaries where older persons look askance at the recognition of any human qualities in "the enemy." Youth is avoiding to a large degree the type of patriotism to its elders' institutions which sees its fellows as all white and those with other ideas as all black.

One regrettable exception to this is the youth in the Young Communist International. They are increasingly filled with the bitterness and reliance upon violence taught by their older leaders and in spite of the efforts of other youth—not only other proletarian but religious youth as well—they are becoming wholly unable to see anything worth while in any other group.

*Three posters from the German Youth Movement, all urging disarmament and "War against war."*

The wide difference in viewpoints is seen from a comparison of a resolution on violence passed in the congress by a vote of 109 to 15 and the answering retort of the Communist youth. "Violence can never be cured through violence. The youth of the world should cultivate the spirit of non-violence, brotherhood and universal love," the resolution read.

To this a fiery young girl from the Communist Youth International retorted, "The moment will come when war against all pacifists, religionists and such utopians must be carried out! Then watch out!" And De Tribune, organ of the Communists in the Netherlands, printed a cartoon showing the young communist "unmasking the deceit of the pacifists."

Neither the Communist nor the German Nationalists wanted their governments criticized. On the first day of the congress a forcible illustration of this was given. The Russian delegation did not arrive and the reason was soon learned. One section of the delegation was composed of followers of Tolstoi; they were not allowed to leave Russia by the Russian government. The other section was to have been of Communist youth, who were not allowed to cross Germany by the German government and would not have been allowed to enter Holland by the Dutch government. When the delegates censured German, Dutch, and Russian governments for the difficulties encountered by this delegation



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they offended both the German nationalists, some of whom withdrew, and the Communists from other countries.

The resolutions discussed and passed by the congress give perhaps the best view of how far the youth of the western world can agree on some of the fundamental illnesses of the social system.

The congress declared (134 to 15) against military service, especially when compulsory; for the greatest equality of all races (unanimously); the abolition of imperialism in all its forms (150 to 0); and against the idea of the sole guilt of Germany for the World War (165 to 1).

The most surprising resolution passed was that the delegates must set themselves "to the task of building a new economic order in which there will be no parasites." Even the American delegation, which was probably the most naïve about the economic causes of war, voted for this statement, the one dissenting vote coming from an English conservative youth organization.

The one big problem now facing youth in all countries is that of the maintenance of peace and the eradication of the causes of war. To this problem the youth movements address themselves almost irrespective of the older institutions to which they are attached. Apparently, however, they have given up their reliance on mass idealism and are now trying to work out their hopes through machinery furnished by the older world.

In Germany alone thirty-two youth organizations banded together to promote the work of preparing for the congress. The preparatory committee included Christian pacifist, Catholic, republican, democratic, and revolutionary-proletarian groups.

Austrian youth have formed an active section of the World League of Youth, which has no connection with the older organizations. It works with the young anarchists, young theosophists, and revolutionary socialists, and the social democrats, for peace. It attracted public attention to the explosive situation in Wiener Neustadt October 7, and helped arouse opinion against the show of force of the two parties on that day.

Switzerland and Denmark both have active physiocratic movements with youth sections. They cooperate in peace work, through the Swiss Youth Peace Federation in the former and the Weltjugendliga in the latter.

France has never had youth movements in the sense that Germany had. Its most talked of youth organization, Le Jeune République, has always been controlled by the founder, a priest. It is extremely active in peace work, however, as are some of the university League of Nations unions and student Christian movements.

In Poland also one finds more peace work among university groups than in Germany. The student leagues for peace are very strong. The second movement in strength is probably that of young socialists.

English universities contribute many leaders to youth peace work although the balance is well preserved by the youth groups of the Labor Party, the I.L.P., and the Communists. The youth in the churches cooperate all along the line.

Only in Germany is it difficult to get students into the peace movement. The generation which knew the War is now over thirty; the generation which knew the revolution is rapidly passing into business and professional life. In the 1848 rebellions, students took the leading part, but today they are considered the centers of reaction. Monarchism and anti-semitism are rife. The League of Nations Union is the only large peace organization not in the "peace cartel" previously mentioned.

By seeming to concentrate on war, youth does not neglect other anachronisms of social life. A study of the congress reports and resolutions shows that youth battles against all outworn conventions. It finds, however, that the war danger is a consequence of many of the others and one can fight against both cause and result by uniting so far as possible with all who are working against war, for whatever reason.

An indication of the present philosophy and ideas for future work of youth is afforded by the following excerpt from the congress number of Youth, the magazine of the magnificently militant British Federation of Youth:

> The generation which knew the War at first hand is passing on out of the Youth Movement, and a new generation is arising which has not known war, which has little perception of the horrors it involves, and of the dangers of its recurrence which still exist. The older youth must pass on their experience to the younger. This congress, taking place ten years after the conclusion of the Great War, may well be a symbolic handing over of the direction and control of international youth peace work to that younger generation which has grown up since the War and which has therefore a different outlook on life in some respects.

THERE are older people perhaps who think this effort on the part of youth presumptuous; that such important matters must be left to those who are ripe in years and experience, to statesmen and diplomats and politicians. Our answer is twofold: Firstly, we do not claim that we, independently of older people and institutions, can solve all the world's complicated international problems, but that we believe we can help to create the spirit of friendly understanding and mutual trust in which alone they can be solved, and that by our study we can spread a better knowledge of the actual facts governing these problems. Secondly, we realize that it is the younger generation which will be called upon to fight the next war, if it comes; to maim and kill; to be maimed and killed; and therefore it is particularly the concern of youth to prevent that war. In other words, we claim a voice in the disposal of our own lives.

Youth is still conscious of having a contribution to make to the running of the world and is brave enough to say so. That it does not say so with as much vehemence and noise as it once did may be an indication to Americans that the youth movement is dead or dying. Probably youth is only quieter—and wiser.

*"Never another war! Therefore, war against war!"*

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# College Girls on Factory Jobs

WIRING radio coils, sorting soiled laundry, packing tobacco, pasting labels, sewing lampshades, forced to take nightwork and overtime, living on the wages of unskilled labor in a strange city—by six weeks of this kind of industrial reality a group of twenty-four college girls last summer tried to interpret their courses in economics, sociology and labor problems. The project was carried out in Chicago under the auspices of the National Student Council of the Y.W.C.A. Freda Seigworth, head of the industrial department of the Buffalo Y.W.C.A., was director of the 1928 Chicago Students in Industry Group. The report of the undertaking, just completed, is an arresting account of adventures in understanding and in self-education.

The girls, all of whom volunteered for the experiment, represented twenty-one colleges, including the Universities of Oklahoma, Minnesota, Nebraska, Wisconsin, Arkansas, Michigan, Illinois and Indiana, and Oberlin, Holyoke, Cornell, Kansas Wesleyan and Iowa Grinnel colleges. Twelve were undergraduates and have returned to school. Twelve had finished college and are now variously engaged, the majority in teaching. For most of the group, this was their first visit to Chicago, and meant adjustment to city conditions—noise, rapid transit, crowds, skyscrapers, confusion—as well as to job-hunting and industrial work.

The students were faced at once with the necessity for finding a place to live and a place to work. Eleven girls' clubs housed the group. In most instances two members of the group lived together. Several lived in one woman's hotel, because it was large and the cheapest place available. Prices for two meals and a room ranged from $5.50 to $10.50, with $7.50 as an average. The report states,

Girls' Clubs were preferred for the "life" with other industrial girls they might offer. In this they were disappointing, because only an occasional industrial girl was found in them. Most of the residents were either business girls or old women.

At the end of the first day, eighteen girls out of the twenty-four had found jobs, in spite of the fact that it was a slack season. Four girls had to hunt for two or three days, and at the end of four days, one of the group was forced to accept night work. Fourteen girls kept their original jobs for the entire period of the project; two jobs each were held by nine girls; one girl quit her industrial job and took an office job, which automatically removed her as a real participant in the experiment. The nine girls who changed jobs gave the following reasons: "Factory small—wanted to be part of a large organization; changed from a restaurant to a mechanical process; first factory had a fire—stayed in same industry; was fired; wanted experience in more than one place; wages too low (two instances, both in lampshade making); no work one or two days each week; first job pressing aprons—changed to mechanical process."

All the jobs were unskilled and represented thirty industries and processes. College girls could not command skilled or semi-skilled work because of lack of experience. One girl, in order to get a job had to sign a "yellow dog" contract and be vaccinated. During the fourth week of work, another girl had to sign a "yellow dog." Two joined the trade unions of the industry in which they worked. Both individual and gang piece-work were encountered. One girl, declared by the group to have had "the most disagreeable work," described it as follows:

One morning before I had been in the laundry very long Mrs. Burns sent me up to the fourth floor to work. Our work was to take the bags of dirty linen that came in and sort and count the articles.

I was greeted by the odor of antiseptics as I commenced on the first sack of towels. They had come from a doctor's office and smelled of ether. Those that were blood-soaked we put in a separate bin. The next bag contained towels from a barber shop—all wet and smelling of the tonic that is put on men's hair. Other towels from restaurants were soaked with sour coffee and full of decaying food. After we had sorted and counted a bag of towels from a five-and-ten, the table was covered with little wriggling, squirming maggots.

The aprons and overalls had to be turned right side out and the pockets searched. We were allowed to keep anything we found. I found two handkerchiefs, four pennies, five safety pins, four stub pencils and a comb as the fruits of my labors.

The workers' clothes from an oleomargarine factory were filthy, but at least they were not alive. . . . My face, hands, arms, dress and stockings were black by the time I was done with the clothes.

Another girl who was candling eggs in the stockyards became too eager in her desire to protect the consumer. She classed so many eggs as "rots" that "soon I was transferred to the advertising department. Here for eight hours a day I sat on a hard stool, putting coupons, numbers 41, 44, and 55, in envelopes."

Hours of work ranged from 44 to 60, with only six girls working less than 48 per week. One girl worked 48 hours in five nights, one 49 per week with overtime, three worked 49½, four worked 50, two worked 55 with overtime and one worked 60.

As this list indicates [the report points out], there was overtime for many jobs. This earning was reflected in wages, of course. For example, $25 reported as earnings for one week by Elizabeth Webster included two Sundays. She worked nineteen days without a day of rest. Her next highest weekly wage was $15.50. The last

Illinois Child Labor Committee

*Chicago*



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night at work, Vera Woods put in 12 hours, and the previous night 10 hours.

The total earnings of the group were $1,393.29, an average wage of $13.02 per week. Individual earnings ranged from $2.80 to $28 a week. Total expenses were $1,104.38, an average of $10.32. The range was from $5.60 to $13.80. By a vote of the group, both income and expenses were pooled. Board, room and necessary carfare were included in expenses. Careful accounts were kept. A doctor's bill of $15 for services to four girls (vaccination, hives, cold, and a minor hand infection) was assumed by the whole group "as an unavoidable necessity."

Supplementing the job experience, three meetings of the group were held each week, two for study and the third for recreation. The project closed with a week-end at The Dunes for "discussion of questions raised by six weeks in industry."

At first [the report states] each girl was chiefly concerned with her individual problems. "Will I earn enough to pay my expenses?" "How can I get lunch to take to work?" "How many pairs of shoes can I ink tomorrow?" "How do I get there?" "Do you think they have guessed who I am?" "Do I have any mail?"

These were the oft-repeated questions of the first two weeks. They were replaced by more impersonal ones concerning personnel departments, how wages are determined, trade union and employers' attitudes. At the close of the six weeks, the two predominating were, "What right have I to quit my job, go home, return to school and live as I do?" and "What can I do to correct the wrongs I have seen in industry?"

This shift in attitude is vividly expressed by Goldie Waite, one of the group members, who wrote:

As the weeks elapsed, working beside these girls whose parents came from the "old country," learning from them to use our hands skillfully, talking with them as we worked or sat about eating lunches from newspaper packages or brown paper sacks, coming to know their hopes and desires, we were brought to realize that they and we differed, not in interests and desires so much as in opportunities and economic conditions. Opprobrious epithets unthinkingly hurled at members of another nationality or race now bring to mind Angela, Mary or Helen. . . . We hope we are coming to a working realization, that there is neither "greaser" nor "wop," "nigger" nor "bohunk," that above all nationalities and races is humanity. . . .

In our college class-rooms we have discussed glibly the life of the worker, theorizing concerning such terms as working conditions, safety devices, hours of labor, overtime, piece-work, a living wage, trade unions, unemployment. Suddenly we found ourselves workers, and these topics became questions of vital import. We began testing our theories, questioning and challenging from a new viewpoint.

Legislation covers, more or less adequately, the sanitary conditions and safety devices of factories. "Surely overtime is all right; the worker gets paid time and a-half; he ought to be glad for overtime." Do you suppose the girl who found in her pay envelope $1.50 for ten hours of overtime would argue very fervently to justify extra hours? Might not the girl who worked ten hours a day for twenty days straight, question the justice of a system which made such demands of a worker?

Linked very closely with long hours as a means to increased output we found ourselves facing industrial pressure on every hand. Competition forces employers to cut production costs, and these cuts are passed on to the worker whenever and however it is possible for them to be. Piece-work shifts the pressure to the laborers, and they suffer for any lessening of output. Imagine hundreds of girls and women, white and colored, working hour after hour over all colors, sizes, shapes and kinds of lampshades: The munificent sum of ten or fifteen cents is paid for a completed shade. Figure out for yourself how many it would be necessary to finish each day if one is to live. In our group, one girl who worked the entire time in this industry earned each week from $5 to $6.80, her maximum wage. . . .

It is possible in some industries to earn fair wages by piece work, but when wages go high enough to make really "living" a possibility, look out for a cut in the rate. . . .

By the time board, room, lunches, carfare and a few other necessities were paid for, very little of our twelve- or fourteen-dollar wage remained. It was possible to live on that amount this summer, but for one who was really in the industry—imagine having to buy a winter coat, to pay a hospital bill or to help provide a living for dependent ones! . . .

Only two of the group were in a unionized factory, and older workers there said that the union officials had been bought off by the management. The $6.80 weekly wage, the ten-hour day, the twenty-day stretch of work, those were non-union hours and wages. We learned directly from union people of the changes effected in certain industries by unionization. . . . We saw for the first time the laborers' side of some controversies.

Our experiences will be a background for study and research, a background which every real student of our present economic system should have. Certainly we have developed the ability and the desire to evaluate more carefully reading material, theories, information. This experiment is one step in educating us out of our complacency and out of provincialism. Frankly we were quite certain, before we passed through the archway of experience into the world of industry, that there's nothing quite so enriching and broadening as college, but at the end of our six weeks we joined in saying, "It has been worth more than a year of college."

# A New Tool for Social Work Training[1]

USE of engineering techniques in training students for professional social work is an interesting experiment in educational method going forward at the Carola Woerishoffer Graduate Department of Social Economy and Social Research, Bryn Mawr College. The new departure in social-work training developed during a study, The Social Significance of Specialization in Industry in Relation to the Skill of the Workman and the Source of his Satisfaction in his Work, a doctor's dissertation, being prepared by Mildred Fairchild, research assistant, and constitutes the subject of the seminary in social and industrial research given by Professor Susan M. Kingsbury.

It has been found, Miss Fairchild points out, that in the field of industry, the student of personnel work, of factory inspection and of vocational guidance needs to acquire a vast range of detailed and accurate knowledge of processes and jobs. Factory experience, as a part of his training, partially meets the requirement but it fails to satisfy it. In community organization and social work, while he has not to learn actual operations as in industry, he has, in common with his colleague in the industrial field, certain definite techniques to master, however much variety he may then inculcate into them. The problem of teaching these things accurately yet critically is not yet solved.

[1] An abstract of a paper delivered before the National Conference of Social Work, Memphis, May, 1928. See Proceedings, pp. 577-586. Reprints of this paper may be secured from the Department of Social Economy, Bryn Mawr College.

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The research study in which the new methodology for social-work training is being tried out, centers around the question of skill. Its dual problem is to evaluate or measure the job of the workman and, second, evaluate or measure the skill involved in its performance. The means used to obtain these measurements constitutes a contribution in the fields both of social research and of training for social work. Six graduate students (Bertha Blair, Thelma Coe, Abba Fernald, Margaret Inabnit, Lillian Shapiro, Anne Shaw) have served as field investigators. The method used is an adaptation of the Gilbreth motion-study charting, combined with a new technique of skill study and charting which developed in the course of the work. Throughout, the seminary has had the advice of Dr. Lillian Gilbreth of Frank B. Gilbreth, Inc.

Gilbreth motion study is familiar to industrial engineers. It consists in recording by the observer, accurately and in order of sequence, every significant movement made by the person studied. It uses a micro-motion film for processes that prove too rapid for the eye to follow. The data of a motion study, when charted, give a complete visualization of the parts of the body engaged in performing the operation, the motions and elements of motion used, and the relative and actual time consumed by each element of motion. Plants, operations and workers typical of certain kinds of metal manufacture were selected for the Bryn Mawr study. Process charts were made by the students for all the selected jobs.

An analysis of skill was developed in the course of the investigation, paralleling the Gilbreth analysis of motion. Then Anne Shaw, a member of the group, who is an Edinburgh University graduate, conceived the idea of charting the skills as related to each motion element and devised symbols for the purpose. The analysis includes skill developed from training, from experience, through following directions, and, where it could be detected, the skill developed by the workman's own initiative. The investigation data will be available in two forms: charts of typical jobs of selected workmen and the skills shown in their performance, and schedules showing the related factors of working conditions, personality, social background and liking for the job. (Typical charts and diagrams are given in the article cited.)

"The students were with one exception without previous knowledge of the metal trades. Several had never visited a machine shop. The facility with which the Gilbreth technique enabled them, previously untutored in the intricacies of the operations they were to observe and analyze, to handle the task set them was astonishing," Miss Fairchild states.

This engineering technique gives the student understanding of operations without detailed knowledge of the principles involved, as a child in a modern school learns to read without detailed knowledge of spelling. The technique also teaches the detailed and accurate observation which is necessary for scientific research and increasingly important in all professional performance. The application is obvious for workers in industrial relations, personnel management, vocational guidance, factory inspection and all types of industrial investigation and survey. But it is not limited to the study of industrial processes. It might well be extended to a much wider field—wherever training requires mastering a technique definable in terms of sequence of operation. The student of community organization, for example, might open a rich field for study and selection by process charting his own experimental attempts at club work, as well as meetings which he attends for observation. The method capitalizes close observation and the classification of results, and makes clear the value of graphic presentation of data in bringing out relationships which might not be apparent otherwise.

"Motion study causes invention automatically," is the statement of the Gilbreths in one of their reports. A similar possibility might materialize from adapting its fundamental principles to the wide field of social-service training, as has been true in this Bryn Mawr experiment.

# A College Community Chest

By Read Bain

COLLEGE campuses used to be the happy hunting-grounds of militant minorities imbued with great zeal for raising sums of money for this and that. Tag days, drives, solicitations, and group begging of various kinds were always adding their little furors to the medley of sounds and activities that make up the hum of college life. Needless to say, as in the larger non-collegiate communities before the development of the community-chest idea, these efforts usually raised more rumpus than money. Many of the colleges have now adopted the plan of one unified, budgeted giving. In addition to systematizing "extra curricular finances," there are sound social reasons for maintaining and extending the chest idea in colleges, against that day when college students shall become active members of communities with their chests.

Miami University (Oxford, Ohio) adopted the campus chest plan in 1925. Some of our recent experiences may be of general interest, for the light they throw on campus finances and on the working out of the chest idea in a college community.

The budget for this year was $6,500: $5,000 for the Y.M.-Y.W.C.A., $500 for a Y.W.C.A. secretary in China, $200 for the Y.M.-Y.W. Friendly Relations Committee, $100 for a boys' school in Bagdad, $300 for Red Cross student storm relief, $100 for vesper incidentals, and $300 for emergencies. The drive fell short of the goal by about $500. Only 586 of the 981 men contributed an average of about $3.25 each; 752 of the 850 girls, about $3.40 each; and 180 of the 185 faculty and administrative staff, an average of $8.10 each.

It cost $113, or about 1.8 per cent, to raise this amount. This money was subscribed and did not come out of the funds raised. The lowness of this figure is due to the accessibility of the contributors and also to the fact that all the administrative and most of the advertising expenses were donated by students, faculty and university administrative staff. The shrinkage during the past three years has been about 5 per cent, due almost entirely to the failure of some participating students to return for the second semester when the second half of the pledges are paid.

The fact that this drive is the first one to fail in attaining its goal calls for some explanation. There is some campus talk that the whole chest idea may ultimately be abandoned. In the opinion of the writer this would be a grave mistake. But it is expedient to submit the plan to critical examination in the hope of saving it.

It will be noted that at least $5,700 goes to Y.M.-Y.W.C.A. activities on and off the campus. This is criticized by a considerable number of students and faculty who are not particularly interested in this work, as well as by some non-Protestant groups. These elements will doubtless in-

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crease in number as the student body enlarges. Thus only a part of the students get any direct benefit from them, or have any active interest in, Y.M.-Y.W. activities.

Another objection is that one member of the faculty receives part of his salary from these funds. "The servant is worthy of his hire" and should be paid from state funds as other faculty men are.

Many of the faculty feel that they should not be compelled by social pressure to support activities that are mainly of student interest, particularly when these activities are among the interests of only a portion of the student body. It will be noted that faculty contributions are nearly three times as large per donor as those of students. Most faculty members are already supporting their own churches and other charities out of their not too bountiful salaries.

I have no doubt that if these objections were removed, it would be very easy to raise $3,000 or $4,000 a year for legitimate off-campus, non-religious social agencies, such as the Red Cross, Boys' School in Bagdad, Child Health Association, Child Welfare Association, and for such campus activities as commend themselves to the majority of the faculty and student groups.

A SERIES of laboratory experiments to discover "how far the behavior of various persons is affected by types of instruction which are more or less closely related to those given in the family and in the school to prevent children from getting into danger" is the basis of a study by James Vaughn, recently published by the National Bureau of Casualty and Surety Underwriters. Mr. Vaughn held for two years one of the fellowships offered by the bureau for studying various educational problems, particularly in relation to safety education. He concludes from his experiments that "verbal instructions unsupported by other forms of stimulation are relatively ineffective," especially with children, and so are warnings and threats. Demonstration of how injury may take place, and actual experience of ill effects of wrong reactions (punishment) had more effect on behavior, he found. Both the method and the results of the study are of general educational interest. Progressive educators will agree with Mr. Vaughn that some of his conclusions call for further experiment and study before any attempt is made to apply them, either at home or at school. Fear and pain are sharp tools, and their use, even to safeguard children from dangerous accident, offers the chance of equally serious injury of another sort.

"TO PROTECT ambitious people from deception and imposition and to advance the standards of home-study schools," the National Home Study Council issues a Home Study Blue Book, to serve as "a directory of approved correspondence courses." This directory gives the names and addresses of thirty-five correspondence schools which have been investigated and approved by the council, under its standards for "the advertising and selling of courses, for the educational content of the same, and for the personnel and equipment of home-study schools." The bulletin also gives a partial list of courses offered by one or more approved schools, a discussion of home study as a method of adult education, and comments by a group of well-known educators on the value of correspondence study. Copies of the bulletin and further information about both schools and courses listed may be obtained from the National Home Study Council, Washington, D. C.

"A COMPREHENSIVE, annotated list of source material on the platoon or work-study-play type of school organization" has been issued by the Bureau of Education, in response to requests from school superintendents, principals and teachers (City School Circular No. 7). The circular, prepared by Alice Barrows and Florence K. Evans, includes books, bulletins, leaflets, reports and magazine articles, listed under appropriate headings, such as costs, special activities, value of play. Because the bureau has received more requests for information on the auditorium in work-study-play schools than on any other topic connected with this type of school organization, the auditorium material has been listed in a section by itself. The bureau has just completed a national school-building survey of 4,000 schools in 100 representative cities, including data on school buildings in platoon and in non-platoon cities. As soon as this material has been tabulated, much more extensive information on platoon-school buildings will be available than can now be found by school authorities interested in "trying out" the platoon plan.

TWO rather full statements of educational theory and practice of deep interest and practical value to progressive educators are the bulletin of Carolina New College "an institution of the new education," and The Story of an Educational Adventure, set down by Joseph Herschel Coffin of Whittier College. The first pamphlet, which takes the place of a formal school catalog, gives a brief history of the educational experiment being carried on under the direction of LeRoy F. Jackson at Burnsville, North Carolina, and an outline of its educational program. The school program is divided into "study, creative expression, physical training and development, and social, civic and religious training and experience." The school, open to students over fourteen years of age "who sincerely want to learn and who have reasonable capabilities for doing so," offers fourteen basic studies, each of nine or eighteen weeks which make up a five-year course and "when mastered constitute a fair basis for an understanding of life." Six diversified programs of "supplementary studies" give opportunity for following individual tastes and talents. Dean Coffin's statement of the "Whittier Idea," with its Quaker background of practical idealism and its philosophy of "functional education" will be of special interest to Survey readers, familiar with special phases of this stirring educational program through articles in The Survey, April 15, 1926, page 89, and June 1, 1927, page 266.

THE fortieth anniversary of the Child Study Association of America was celebrated last month by a conference summing up recent changes in methods and viewpoints in the field of parental education, held at the Hotel Pennsylvania, New York City. Speakers at the morning session, at which Everett Dean Martin of the People's Institute presided, were Professor Helen T. Woolley, Teachers' College, Dr. Ernest Groves, University of North Carolina, and Mrs. Sidonie Gruenberg of the association. E. C. Lindeman presided at the afternoon session, at which Porter R. Lee of the New York School of Social Work spoke on Parents as Factors in the Formation of the Community's Attitudes, and a group of twelve leaders in parental education presented their current programs.

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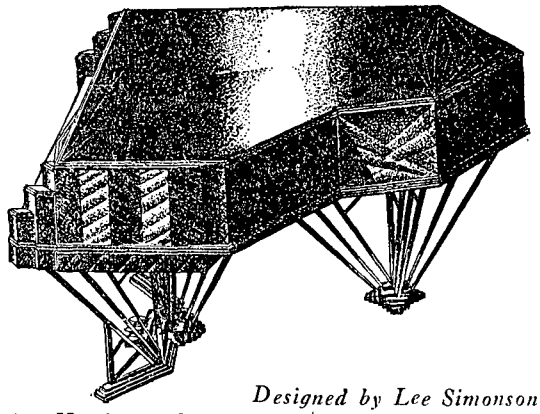
# The Artists Organize

IN spite of traditional individualism a group of sixty American artists have, for the time being at least, sunk personal interest and conflicting ambitions in a union of their crafts. The organization is called the American Union of Decorative Artists and Craftsmen, Audac for short. It has a constitution and by-laws, executive officers, headquarters, and it has declared its first "strike."

The new union crystallized after the show of modern furniture held by Lord and Taylor, one of New York's leading department stores, last spring. At this show only the work of European designers and craftsmen was shown, and in connection with it, some question of "pirating" the work of the exhibitors was raised. Here was a focal point for the resentment of American artists against the neglect of their work in favor of European artists, against certain trade practices in connection with creative art, and against the authority assumed by commercial agencies in the domain of art. In this complex situation the individual artist was helpless. Organization was the only solution from the point of view of the artist, of American art, and of the American public which, the artists feel, deserves more exact and more enlightened standards in matters of design, style and decoration than department stores and commercial interior decorators are prepared to establish.

A preliminary meeting was called in the studio of Paul T. Frankl and other meetings followed, to clarify the ideas of the group and to decide on a program for the prospective organization. Various people were called to sit in with these conferences. The artists were particularly anxious to get a clear sense of the attitude of manufacturing and commercial agencies toward the place and function of the artist in various fields of applied art—textiles, furniture, architecture, ceramics, and the like. It was a revealing experience to be told by Paul Bonner of the Stehli Silk Company, one of the most progressive firms in this country in its attitude toward designers, that "We are beginning to realize the artist is as essential to our industry as the machine. We must have him."



*Designed by Lee Simonson for Hardman, Peck and Company, and used by them in advertisements featuring the name and standing of the artist*

The constitution which was finally drafted and adopted declares in its preamble that

In order to advance the new tendencies in the decorative, industrial and applied arts,

To raise the standards of contemporary design,

To cooperate with industry in its selection, manufacture, and use of contemporary design,

To bring to the consciousness of the community its responsibility for the proper legislative protection of all interests whether individual or collective in artistic properties,

To promote our membership as hereinafter provided,

To take such lawful action as in the discretion of the council shall benefit the profession,

We the undersigned, all being persons of full age, hereby constitute ourselves a voluntary association.

Among the names well known in the art world signed to this agreement are Eugene Schoen, Winold Reiss, Paul T. Frankl, Edward J. Steichen, John J. A. Murphy, Kem Weber, Lee Simonson, Eli Kahn, Joseph Urban, Raymond Hood, Ralph D. Walker, Harvey Corbett, W. E. Lescaze, Lucien Bernhart, Ilonka Karasz, Frederick Kiesler, Walter Kantack, Donald Desky. Ralph M. Pearson (see The Survey, September 1, 1927) is Audac's executive secretary.

Audac is at present an independent organization and there have been no negotiations looking toward its affiliation with the American Federation of Labor.

The artists' headquarters differ, as might be expected, from the scuffed floors, dingy walls and folding chairs of the usual union hall. They are located in one of Fifth Avenue's newest and most magnificent office buildings. Walls and floors are done in white and dull black. The black and jade-green furniture is accented with silver and the shining plane of a square, onyx-topped table. They are simple enough rooms but, like the organization itself, singularly interesting.

Audac plans its first year's work along three main lines which, as stated by Ralph M. Pearson, are: "To protect the function of the creative artist in the community and the artist himself; to project into the community the conception of creative artists as final authorities in their field; a definite program of both technical and cultural education."

A few American firms have already begun to follow the general European practice of giving credit to the creative artist in the field of applied art. Hardman, Peck and Company, for example, based an advertising campaign on the distinctive designs in piano cases produced for them by certain artists. The Stehli Silk Company began three years ago, when it first advertised "Americana Silks," to engage artists of standing to make its textile designs and to give them credit for their work. Audac will try to make this policy general, and will also insist that the designer must not be lost behind the firm name, substituting "Body by John



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Doe for Fisher," "Tiffany Design by Mary Roe," for the familiar slogan which gives all the credit to the manufacturer, none to the creative artist.

As part of its effort on behalf of the individual artist, Audac would also insist on adequate compensation for original work. In textiles at present, for example, the usual practice is for a manufacturer to buy about four hundred designs a year from almost as many designers at from ten dollars to forty dollars apiece. These are usually by "hack" designers who are underpaid and who are seldom able to produce anything of finished excellence. Audac suggests that instead of this haphazard arrangement, textile manufacturers employ creative artists specially trained in this field, and pay them adequately on a royalty basis for the required number of designs. Some silk houses have already adopted this plan.

Audac holds that artists should assume the authority for "styling" manufacturers, that the decision as to what is a good design should rest with a creative artist, not solely, as at present, with a production technician or even with a traveling salesman. There are two avenues through which Audac hopes to bring this about. First, through voluntary contracts, by which manufacturers agree to engage recognized artists to produce their designs. The organization will cooperate in this through a consultation service, now being established, to which a manufacturer may bring any problem of design for expert advice. Second, Audac plans to hold each year a show under its own auspices. For this, it will select manufactured products designed by artists and coming up to the organization's standards. This will call attention to the work of manufacturers who have accepted these standards, as well as serving the usual ends of an exhibition of art.

As part of its educational program, Audac plans to arrange for technical talks before groups of professionals in the designing and manufacturing field, and for business men. The headquarters will also serve as a lecture bureau in the broad domain of applied arts, as a clearing house for information, and a center for those seeking help in problems of design.

A recent decision of the executive committee illustrates the type of conflict that will test the strength of the new organization. The question at issue was remuneration to the artist for creative work, paralleling the trade unionist's familiar struggle for wage standards.

The Association of Arts and Industries of Chicago is organizing an all-American exhibition of modern decorative and industrial art to be held in Mandel Brothers' store, a leading Chicago department store, in February. Heretofore the work of designers loaned by themselves has been used for such shows without remuneration to the artist. Audac insists that this is unjust, that the store where the exhibit is held gets value received in advertising and in the sale not only of furniture but also of an enormous volume of other merchandise purchased by people attracted to the store by the exhibition. The artist gets nothing tangible whatever. Frequently he does not even receive mention, all the credit for his design going to the manufacturer. The executive committee therefore suggested to the association's committee in charge of the show that the artists represented be paid for the privilege of using their work in the exhibit. As a working basis, Audac asked for its members a minimum of 5 per cent of the retail value of the pieces to be shown for each two weeks of exhibition. The organization sent a committee to meet with Audac's executive committee. The Chicago committee was favorably impressed with the new plan. But after its return to Chicago the association wrote rejecting the proposed agreement. Audac promptly advised its members, a majority of the leading American designers, that it would not be ethical to include their work in the exhibition. To those members who had completed arrangements with the manufacturers exhibiting with the association before Audac got under way, permission was given to carry out their contracts.

The success or failure of those who are trying to carry forward the Chicago show without Audac's cooperation will indicate whether this artist group can hold together, whether it can establish standards for the group, and whether commercial agencies can be forced to "recognize" the organization through granting the demands it makes on behalf of its membership.

Equity, the actors' union, has made itself a power to be reckoned with in the American theatrical world. Writers and commercial artists have found strength in union organization. Will this other body of creative artists develop the group-consciousness and sturdy morale that are the first requisites for successful unionism? Can these workers in color and line, with their charming offices, their background of culture and education, their community standing, their comparative economic security, use, for the safeguarding of themselves and the work of their hands, this tool that has been shaped in the mine pit, the textile mill, the machine shop, the grimy union hall? Or will it prove too heavy, too exacting for their hands?

# Southern Labor Looks at Itself

By LOIS MACDONALD

IN these days of talk of the shift of the center of the textile industry, of the great fields of unorganized workers, of developing the undeveloped industrial sections of this country, and of economic revolutions, many people are looking at, writing and talking about the South. One very significant illustration of a small section of the South looking at itself, is the Southern Summer School for Women Workers in Industry which held its second session during the past summer. This school, sponsored by an independent committee of southern workers and educators, moved for its second term from Sweet Briar, Virginia, to Carolina New College, Burnsville, North Carolina, in order to be nearer the industrial centers of the South.

There were twenty-five students who came from eight Southern states; with the exception of one Belgian, all were native-born Americans. The largest group from any single trade were ten garment workers; five textile workers came next, while the tobacco, shoe, telephone, laundry, and glove industries were represented by one or two students each.

The regular work of the school and the Labor Institute held during the session in cooperation with a committee from the North Carolina Federation of Labor, offered

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exceptional opportunities for a group of southern workers to examine conditions under which they labored. The central course of the school was one dealing with the "worker in modern economic society." The course was general in many respects, yet an attempt was made to relate each element to the experience of the students themselves. Labor conditions and problems were studied, with conditions and problems of southern workers as the materials for discussion.

Approached from this angle, the study revealed a very wide range of experience and of condition among the students. The group experience spanned twenty-six years, a period of rapid industrial development in the South. The student with the longest experience began work twenty-six years ago at the age of twelve, and has seen a twelve-hour day reduced to eight. Another says of herself at the age of eight years, "The day we moved into this village [cotton textile village] one of the women who worked in the mill came over to visit us and she asked my mother to let me help her in the mill. She said she would give me a dollar a week to stick on bobbins for her. Most all the women had children helping them. I went into the mill the next day and started on bobbins. I thought it was going to be fun, but I changed my mind after I got in there for the women expected the children to stay right with them until they caught up with the work."

Woman's Bureau, U. S. Dept. of Labor

*Through the night to the mills*

The same student reflects the changes coming with legislation against child labor. "I worked about four weeks before a rule was made that would not allow children in the mill who were not large enough to be employed. . . . I was fourteen and a half years old when I went to work again in the cotton mill. I learned how to spool. They paid me six dollars a week for two weeks to learn. Then they gave me a spooler and paid me by the number of sides I ran. . . . I worked eleven hours a day until I was fifteen years old. Then a law was passed forbidding children under sixteen working over eight hours a day. They had to have a health certificate from a doctor to work at all. I was under-weight. I weighed only sixty-five pounds, so I could not get a certificate. I had to stay out of the mill for a few months until I gained enough to pass up. Then I went back into the mill and have been working as a spooler ever since."

The students examined their wages and found that eight of their number received less than twelve dollars a week, that thirteen received less than seventeen dollars and that only four received more than twenty dollars. Following this, they wished to know for how long a day, or week, these wages were paid. They found the record for the longest hours held by a student who works a twelve-hour day and sixty-hour week. At the other extreme were three who worked an eight-hour day and a forty-four-hour week. Putting the two pieces of information together they found that within their ranks the lowest wages were made by those who worked the longest hours. This was not surprising to a student of wages and hours, but was a startling piece of information to most of the group.

They discovered that only four members of the class had had regular work for the preceding year. The inconsistency of long hours, the night-shift, and part-time work were discussed and the consensus of opinion was that irregularity of work, with the consequent irregularity of wages, was the most difficult practical problem facing workers, especially the low-wage group. Following this they started an analysis of "how the money goes," but decided that it did not take long to figure that out.

Over half the class left school and went to work when under sixteen years of age. The same proportion report that the cause for leaving school was economic necessity, not only a question of their own support but of members of their families as well. Nineteen were living at home and only three of them paid no board regularly, although two paid irregular sums to their families. Thirteen paid regular board and an additional sum every week to the family budget.

Out of this searching grew a realization of the insecurity of wage-earners and of their dependence on each other. As is well known, there is little labor legislation in the South, almost none of a progressive kind, and there is little organization among the trades in which women are employed. Five students were members of trade unions (garment and tobacco) and one came from a plant in which there is a company union. The others in the group knew nothing of any organizations in their trades.

In addition to the regular work during the six weeks' session, the school further encouraged southern labor to look at itself by cooperating with a committee from the North Carolina Federation of Labor in a week-end "institute." At that time representatives from organizations in three or four states came with reports of what had been taking place in each state. Lectures and discussions on the history of industry in the South, the place of the worker in a rapidly evolving industrial community, the South as the great unorganized field, were parts of the program. Again, a general stock-taking ensued and both students and visitors were impressed with the huge task ahead of labor in the South.

TAKEN out of their setting, the school and the events connected with it are not especially significant. They mark usual stages in the growth of an articulate labor group; the curriculum and the method of teaching in the school run rather true to the form of classes in "workers education," although the size of the group and the length of the term permit more continued individual work than is sometimes possible in evening classes or with larger groups of students. Yet this usualness of the experiment makes it all the more unique and interesting, paradoxical as that may seem. It shows that in a section which is being industrialized at a rapid rate, where labor costs are advertised as being the lowest in the country, there is a faint stirring in the direction of labor having something to say about its conditions as mass

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production and mass living come on apace. Southern workers are close to the soil and they do not respond quickly to abstract philosophizing, but they do grapple with practical details, such as fatigue after a long day, or low wages, or irregular work, such as has been the experience of many during the past year. These, after all, are the heat points, and listening to the students at the Southern Summer School one gets the impression that what these women workers will have to say in the future about their work and their status will be well worth hearing.

# What the Candy White List Has Done

By MARY DEWHURST BLANKENHORN

PROMPTLY on the appearance last March of the New York Consumers' League report, Behind the Scenes in Candy Factories, the New York City health commissioner made an independent survey and closed seven candy factories for violation of the sanitary code (see The Survey, April 15, page 115). A tabloid newspaper sent a reporter around to a dozen Brooklyn candy factories and published stories confirming the league's report that "much cheap candy is too 'cheap' in all respects to be fit to eat." Members began telephoning the league to find out which brands were safe for their children. Those who bought candy and those who sold it clamored that something should be done.

For once the situation was met without legislation. Our national habit of passing a law to fit or forbid any contingency was ignored. In full agreement with the Confectioners' Association, the Consumers' League decided that the industry itself should provide the remedy.

Again in consultation with the candy manufacturers, the league proposed a set of standards dealing with sanitation, hours, wages, and general working conditions. It offered to prepare a white list of those manufacturers who complied with these standards and to acquaint the public with their names. It engaged four inspectors to visit factories which wished to be included on such a list.

Within six weeks seventy factories had been inspected and fifty-seven found to meet all required conditions. In some of these the league's investigator, Lillian Symes, had worked when preparing the report which first occasioned all the excitement. No white list would have included them at that time. Their promise and performance of reform had come after the league had published its investigation and proposed its remedy last spring.

The white list has been widely distributed; a cabinet minister of Buenos Aires, a United States Senator, the assistant health commissioner of Chicago, Ohio's labor director, a student in China, are among the thousands who have asked for it. Perhaps the most curious request came from a prisoner in the Iowa penitentiary. The Girl Scouts, the Welfare Council, and the Y. W. C. A. are some of the organizations which use the list among their members.

What has this candy white list accomplished? It has brought back into the industry a knowledge of and respect for the sanitary code. Most factories ignored this code in one or in many particulars. The league showed that its standards were derived from or based upon the code, and the confectioners had no choice but to bring it back into complete operation.

To be specific, this means that candy-factory floors have been scraped and scrubbed, that walls have been painted and pipes covered; that toilets have been cleaned and towels provided; uniforms have been bought, refuse removed, wet and slippery places attended to. One firm claims that it spent over $7,000 in paint alone in order to qualify for the white list. Dozens discarded the roller towel in favor of individual paper towels. Suddenly the minor rules of factory housecleaning and housekeeping have become important.

The New York City Sanitary Code also provides that food handlers shall be medically examined at the time of employment and thereafter once a year. It requires a card from the Health Department for each employe to show that this rule has been complied with. Because the candy manufacturers claimed that it was not always easy to obtain these cards, the league brought about a tri-partite conference between the health commissioner, the candy men, and its own representatives by which the methods of inspection and registration were facilitated. The league's inspectors always ask to see these cards when they go over the white list factories.

It is difficult to believe, but finger-licking was a common practice in the industry before the days of the white list. Now, sponges or rubber pads provide the necessary moisture. Wetting the finger in the mouth when packing fine candies in paper cups has been eliminated. It is revolting but true that the league's investigator worked in a factory where the forelady *directed* the girls to use saliva to separate the paper cups in which chocolates are placed. No factory now on the white list will tolerate this practice.

New York State has recently put into effect a new 48-hour law for women in factories and stores. The inspectors for the league found that many manufacturers ignored or were unfamiliar with the new law and were working their girls on the old 54-hour schedule. One nationally known confectioner had been keeping his factory open on Sundays during the rush season just before Christmas. After conviction and payment of a fine, the league accepted his promise of reform and gave him a place on the list. With the holiday season just ahead, consumers may now buy their favorite candies from the white list firms, assured that they have been made under the new hours' legislation.

THE only standard on which the league and the Confectioners Association could not come to an agreement was that of wages. The league pointed out that the better firms paid their beginners $14 a week. This was a figure which the industry had itself set as economically sound. Why should not the less progressive plants pay the same? The confectioners' representatives still objected and made a counter-proposal of $13 a week for the first two weeks, thereafter $14 or dismissal.

Although many candy workers are casuals who float from factory to factory working at unskilled jobs and providing the enormous turnover of 400 per cent to which one employment manager confessed, the league believed that this was partly due to conditions within the plants. It stood firm for a $14 beginner's wage. In the end the manufac-

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turers yielded. When the list was published, 41 factories had raised their wages in order to qualify. Since that time 8 others have done so to be included in the second white list, which will soon be published.

Individual manufacturers have told the Consumers' League that this advance in wages has not injured the New York candy industry. "We don't mind paying more if all the others have to do the same," they say; "after all, it makes very little difference to the cost of the product and the big thing is that no one should cut under any one else."

These changes have been brought about and are now being maintained through a technique which is too rarely employed—pressure from the consuming public. Whether candy factories will preserve their present excellence will, of course, largely depend on the extent of the education which the league has been able to impart to the manufacturers and its own ability to re-inspect at stated intervals. In all events, the wisdom of the Confectioners' Association in opening their factories to a rigorous inspection by the public has carried conviction even to those who, in the first days after the appearance of the candy report, bitterly opposed the idea of a white list.

## The Clerical Worker Looks at Her Job

By GRACE L. COYLE

THE clerical worker has been in the past notoriously satisfied with things as she has found them. Having secured her position, often at some cost to herself or her family, she is conscious of having attained advantages closed to those immediately below her in the vocational scale, in shop or telephone exchange or factory. One who has a "position" and a "salary" is not always vitally concerned with those economic problems which have come to be of interest to the more intelligent industrial women. It is, therefore, somewhat of a surprise to discover the appearance among the business and professional membership of the Y.W.C.A. of plans for the study of wages and unemployment. These plans have emerged out of a two-year period of exploration to locate what were the vital interests of the group, and have taken shape as projects for study during the next two years.

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This development was first evident last April in Sacramento at the biennial convention of the Y.W.C.A. The assembly of the business and professional women's department there brought together over a hundred delegates from a great variety of communities and from all kinds of positions, from file clerk to private secretary. One of the subjects of discussion was the trends which are beginning to disclose themselves within the clerical occupations.

In their discussion, expressed within the personal experience of its members, there stood revealed like a piece of a great pattern, significant lines and movements of change. One of the most obvious was the transformation which machinery was bringing into every corner of the office. Dictaphone operators who had been stenographers, and comptometer operators who had been typists, could tell it at first hand. Employes of large companies with centralized stenographic bureaus had known within their vocational experience the meaning of that specialization which always follows machinery. Women from the big insurance companies who did their typing on a piece-work basis and bill clerks who worked on a bonus system, could testify to the changes which scientific management is introducing into the offices.

It did not take prophetic insight on the part of the assembly to see that these experiences, pieced together, were the evidence of another great cycle of the industrial revolution making its way into their daily lives. Not only in its manifestations in the office, but in its effects upon the position of the worker, it became clear that times are changing. The discussion of unemployment brought forth experiences as numerous and as urgent as those usually revealed in any industrial group. "Salaries" it appeared were in some positions and in some localities below any minimum budget ever set up by the most conservative of minimum-wage boards. The character of the work itself was changing. Standardized jobs meant less initiative. Large office forces meant less personal contacts with the employer. Repetitive machine work meant speeding and monotony.

The result of this discussion was the decision to set up the two-year plan of study within the business and professional membership of the Y.W.C.A. The significance of their program will not lie probably in any statistical result produced. It is to be looked for rather in the growth of an attitude of collective concern for conditions of work among the clerical group. In approaching problems such as unemployment and wages, which affect all clerical workers, it is inevitable that there should grow up some realization of common needs and some devotion to a common cause. New attitudes cannot be set up over night. These projected studies, however, give evidence that in their group at least, the response is changing to meet the new conditions with which the industrial revolution is confronting the clerical worker.

THE SPLIT between Brookwood Labor College and the American Federation of Labor has grown wider, instead of being bridged over as friends of both parties to the dispute hoped it might be through a fair and impartial hearing on the issues involved (see The Survey, September 15, page 585). At its last session the Executive Council of the A. F. of L. affirmed the position it took several weeks ago, recommending that the labor college at Katonah receive no further financial support from organized labor. On October 30, William Green, president of the A. F. of L., sent out a letter requesting all affiliated bodies to withdraw their support from Brookwood, because they could not consistently supply funds to "send students to Brookwood College where they live in an atmosphere antagonistic to the A. F. of L. and are taught theories which are contradictory to the philosophy of the American labor movement." The Brookwood directors, many of whom are officials of unions affiliated with the A. F. of L., deny the charge of undue radicalism, and state that "Brookwood has considered it to be its task to assist its members to an understanding of the A. F. of L. and its policies, to study all problems affecting the labor movement in the light of the facts as calmly and scientifically as possible, teaching students how

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to think, not what to think, and resolutely refraining from any attempt to indoctrinate students with any particular theory or ism." It is generally felt that the Brookwood controversy will be one of the main subjects brought up for discussion on the floor of the A. F. of L. convention, which is meeting in New Orleans at this writing. A report of the convention will appear in the next Midmonthly.

A BIBLIOGRAPHY on the use of injunctions in labor disputes has just been published by the Bureau of Labor Statistics, United States Department of Labor. The bibliography is a "select list of recent references," and brings down to date the list of references on boycotts and injunctions in labor disputes, published by the Library of Congress in 1911. It includes books, pamphlets, periodical articles, congressional hearings and reports and court decisions.

A SILK STOCKING "white list" is offered by the American Federation of Full Fashioned Hosiery Workers, addressed to "the well-dressed women of America." The list gives the names of thirty-two brands of silk stockings "all of which are made by union labor and under excellent conditions." Women are urged to select their hosiery from among these thirty-two brands, "which are almost all nationally known and represent merchandise of the most dependable and stylish quality now on the market. Your cooperation in this matter will mean that thousands of young workers will be able to enjoy tolerable hours of work, sanitary shop conditions and a chance to call their souls their own and a chance to live as American citizens should live." Further information may be obtained from the federation, 2530 North Fourth Street, Philadelphia.

THE APPLICATION of the amended workmen's compensation law of New York State to social agencies is defined by James A. Hamilton, industrial commissioner, in response to an inquiry from William Hodson of the Welfare Council. Under the amended law, any social agency employing four or more manual laborers (porters, elevator operators and the like) must secure casualty insurance for them and for all of its clerks and professional staff as well. If it does not employ four manual laborers, it is not in any way subject to the provisions of the Workmen's Compensation law. Mr. Hamilton points out, "The constitutionality of the inclusion of clerical employes under compensation where there are four or more workmen or operatives, has been upheld by the United States Supreme Court."

THE National Child Labor Committee announces that Child Labor Day, 1929, will be observed on January 26 in synagogues, January 27 in churches, and January 28 in schools and clubs. "The Committee realizes," the announcement states, "that it must look largely to these groups, observing the day throughout the country, to serve as interpreters of its findings to an ever-increasing circle of the nation's citizens. When public opinion demands the abolition of child labor, then and only then will the United States slough off this crime against her children." Legislatures of 43 states meet this winter, as well as Congress, giving wide opportunity to bring child-labor laws up to standard. The committee offers to any individual or group an analysis of the law of their state, together with leaflets, posters, and other aids for the effective observance of Child Labor Day. Available material, all of which is free, includes suggested programs for church, school or club, and a sermon outline. The address is 215 Fourth Avenue, New York City.

IF YOU ARE a woman worker, over 16 years of age, and pack chocolates in a New York candy factory, you are protected by the recent 48-hour law; but if you pound a typewriter, or file or keep books in the same establishment, you are outside the jurisdiction of the 48-hour law, and the hours of your work-day are not limited by law. This is the gist of a recent decision rendered by the attorney-general, who holds that the nature of employment, not the place of employment, is the basis on which the legislature intended to limit the hours of women workers. Under this interpretation, the attorney-general holds that "it was not the legislative intent to limit the hours of labor of women office workers over sixteen years of age employed by manufacturers and mercantile dealers, whether their duties are performed in the factory or mercantile establishment or elsewhere." This decision takes from under the protection of the law a large group of women workers that various civic organizations, such as the Consumers League and the League of Women Voters, hoped were covered by it.

A DIFFICULT experiment in giving country vacations to young city children, on farms where the little guests could only be received if they could pay "board and keep" by performing light agricultural work, has apparently been worked out successfully in France, according to a recent report. (Bulletin du Ministère du Travail et de l'Hygiène, Paris. Nos. 4-6, 1928, p. 144 ff.) The undertaking commenced two years ago, and has been carried forward through the public employment exchanges. Before placing a child, the exchange —with the cooperation of social-welfare agencies—investigates the circumstances of the child and of the family where he is to be placed. Children sent to the country must be "of good behavior, free from contagious disease and must have the recommendation of a physician that they will be greatly benefited by a summer's stay in the country." The farmers must send the exchange a monthly report on the behavior and health of the children, as well as agreeing that the child shall be given no dangerous or heavy work, that he have proper food and lodging and be treated with consideration. According to the reports from various districts, the experience has been satisfactory both to children and to farmers. The children as a rule return to their homes, at the opening of school in greatly improved physical condition.

THE USE of radio-active substances in industry was one of the most emphasized subjects at the annual meeting of the National Consumers' League, held in New York in November. A resolution was passed suggesting a thorough investigation into the causes and cures of disease resulting from the use of such substances, and highly commending the proposal of the Surgeon General of the United States to call a conference of physicians and scientists to consider the subject. Other resolutions urge the establishment of free municipal employment agencies, adoption of measures to prevent injuries to minors in factories, shorter working days for women, and more stringent laws to prevent injuries from industrial poisons.

A LABOR CODE, framed by Emilio Portes Gil, Mexico's new president, will if it is adopted, establish for Mexican workers many of the things which industrial employes in other countries have had to struggle over for years, and win bit by bit, if at all. The proposed code, which is to be submitted to the national Congress of Mexico this winter, was laid before the Workers' and Employers' Congress by Senor Portes Gil a few weeks before his inauguration as president. The code provides for a minimum-wage schedule and annual vacations with pay. It also provides for an elaborate system of negotiations and arbitration, starting with joint committees in the various factories and extending up through municipal and state arbitration courts to a national court of final decision, presided over by five judges appointed by the president. Other provisions of the suggested code include: compulsory arbitration of labor disputes; forbidding labor by children under 12; restricting labor by minors and women; an eight-hour day and a six-day week; conscription of labor in time of national need; abolition of saloons and gambling houses in labor centers; the establishment of a compulsory-insurance organization, to which employes would contribute 5 per cent of their salaries, and employers 7 per cent of their payroll.

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# HEALTH

# What Price Stuttering?

By JOHN A. GLASSBURG, M. D.

THE importance of treating speech defects can only be fully appreciated when the evil effects produced by these disorders are fully understood. Many children are considered mentally retarded, backward and even feebleminded because of a speech defect. Inferiority complexes, shut-in personalities, shyness, timidity, maladjustment, suicidal tendencies, emotional instability, criminality and antisocial characteristics are some of the results of the disturbances of speech.

Gertrude Grant was referred by the social-service department of the largest city hospital in the borough. A few weeks previously she had given birth to her second illegitimate child. Commitment of the children to an orphanage was necessary and the mother was sent for a mental examination to determine her competency. The psychologist reported that the woman's speech was defective, that she stuttered so badly that it was impossible to determine her rating. She was then referred to me.

Gertrude's father had died when she was an infant, her mother's whereabouts were unknown and she had no relatives. She knew nothing about her past history except that she had had measles at four and whooping-cough at five. She had started public school at six and graduated at fourteen. She was now twenty-five and worked as a silk winder.

Her stuttering began at eighteen years of age but she could give no cause for it. Physically she was undernourished. She stated that her speech defect prevented her from participating in the activities of the other mill workers. She stayed at home and brooded. Then one man came along and she was grateful for his attentions, but unless she succumbed to all his wishes he threatened to leave. She feared her loneliness. She would do anything rather than lose this only friend and so her first illegitimate child was born. The man deserted her and despite her sacrifices she was alone again.

A few years later she met another man. A similar story of friendship, love, lust, fear of loneliness, pregnancy and her second child was born. And he, too, abandoned her. This woman was not feebleminded and she was not immoral. She stuttered. She had no friends, no sympathy, no love—nothing but ridicule and jeers. She met one man and then another. She clung to them as long as they would have her. Any cost was preferable to her solitude. People would not have her, so she grasped from life what she could. Her stuttering was the direct cause of her misfortune.

The "Stammering Kid" was arrested July 27, 1927, for attempted extortion. When arraigned before Magistrate McAndrews of the West Side Court of New York City, he begged the court to keep his name secret so as not to shame his hard-working, respectable father. The "Stammering Kid" had talent. He was a violinist and would be an actor, but he stuttered and could not get along. His story goes back to a small New Jersey town. To use his own words:

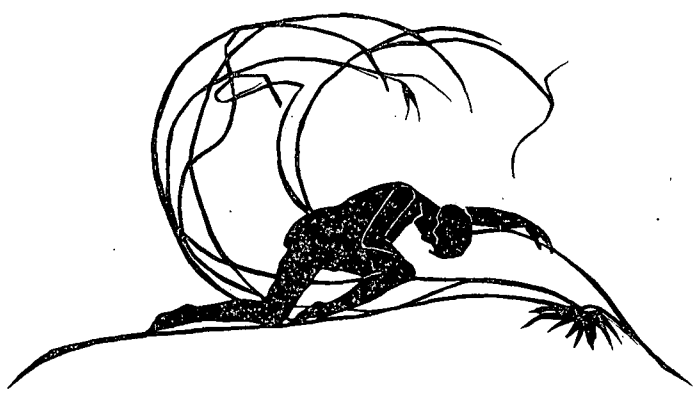
"It's harder to get on in school if you stutter than it is for ordinary boys. It takes you so long to answer a question you look as if you were stupid and the others giggle at you. No one likes that." So the sensitive boy ran away from school and home. He took to the road. There were times when he was hungry and without money. During one of these hunger spells he went to the apartment of a woman he had met and begged the price of a meal. He was too persistent and the woman told him to go away. Thereupon he threatened to tell stories about her to her husband and he was arrested for attempted extortion.

In the eyes of the law this lad was a criminal, but the judge gave him a suspended sentence. In the eyes of humanity this lad is the unfortunate pawn of his defect. If this boy's stuttering had been cured, he would never have left school, run away from home, taken to the road, starved and turned to extortion.

JOSEPH S., twelve years old, had been making very poor headway in school. He was only in the fourth grade instead of the sixth, the normal one for his age. The school authorities finally decided to place him in an ungraded class for the mentally defective.

Upon examination I found that this boy was a severe stutterer. His speech defect had started when he entered school at the age of six. His father was also a stutterer, but in a mild degree. His case was probably one predisposed by heredity, influenced by imitation and brought on by the emotional upset associated with the first attendance at school.

The boy failed on many simple questions, such as even a mentally defective child of his supposed type should have passed. This aroused my suspicions. For instance, when I asked him how much



*Affliction, by Erna Schneider, from the Silhouette Calendar for 1929*



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eleven plus eleven were, he became red in the face, stiffened up and after a great visible effort, blurted out "t-t-t-two" and stopped in a bath of perspiration. I was sure that he knew better, so I changed my procedure and wrote down the question. Without hesitation he scribbled the correct answer.

What had happened? When the boy attempted to give the answer orally he stuttered. He could not form the phonetic combinations necessary for the sounds in "twenty-two," and got only as far the "t-t-t" and the sound "two" came out, an easy combination. His voice imprisoned by a barrier of spasticity, he let it go at that. A teacher in taking care of forty or more pupils has no time to analyze a stutterer's intent or wait for him to correct himself. So Joseph was wrong. Every failure aggravated his condition and subsequent questioning would throw him into an emotional panic which was erroneously interpreted as mental deficiency. The boy was placed in the ungraded class but received special speech training. At the end of six months, his improvement was sufficiently great to warrant a return to the graded class.

VICTORIA, eleven years old, was to be committed to an institution because of her inability to get along in school and with other children. She had started school at six and had been demoted many times. The complaints from school were that she lacked comprehension, could not concentrate and stuttered, her speech often being unintelligible. The Terman psychometric test gave her an actual age of eleven, a mental age of nine, and an intelligence quotient of 74. Ordinarily this girl would have been diagnosed as mentally deficient, but upon going into her social history enough environmental handicaps were found to account for her backwardness.

Victoria had come to this country from Italy at the age of six and was living in the Jewish quarter of the city. She had learned Yiddish in the streets, by being sent to the neighborhood Jewish grocery store on errands, before she had learned English in school. When she started school she presented three conflicting language elements—the Italian spoken at home, the Yiddish spoken in the neighborhood and the English to be acquired at school. The consequence was that she thought in one language and when trying to express herself in another became flustered and unintelligible. This caused an embarrassment, a disturbance of the affective mechanism, an apparent impairment of the intelligence, an emotional instability and stuttering.

Special speech reeducation methods were instituted. The girl responded well. The emotional instability was reduced, she gained confidence and gradually began to forge her way ahead in school. A complete cure of her defective speech could not be obtained because of her constant relapses into her old habits caused by her environment. If this child could have been taken away from her home, away from where Italian and Yiddish were constantly spoken and heard, and placed in an English-speaking atmosphere, her speech disturbance would have been easily and perhaps spontaneously cured.

At the Juvenile Psychopathic Institute of Chicago, after a study covering thousands of delinquent children, it was found that stuttering predisposes to thieving, vagrancy and homosexual practices. Professor Clapp, of Lake Forest, Illinois, states in The Reformation of American Speech:

Many have come to realize that our vicious speech habits are a serious handicap to national efficiency. They impair the speed and accuracy of communication in business as well as in social life; they increase our liability to disease. Or, to put it the other way around, a general insistence on decent speech—distinct utterance and clear quiet tone—would not only make life pleasanter, but also would actually enable us to talk faster and be more easily understood in all our business dealings. It would lessen disease, because it would promote better hygiene of the entire vocal tract—mouth, nose, throat and lungs—among all persons, because it would lead to the detection and correction of thousands of physical irregularities which now go unhelped and almost unnoticed.

To ensure correct speech one must start training the child in infancy. There will be some "baby talk" of course, in the developmental stages of the child's language, because his tongue and lips and laryngeal muscles are not ready to respond to all the imitations that he attempts, but the major part of the child's talk will be that which he hears from his parents and relatives. Here we have the foundation of language habits.

"Baby talk," if prolonged after infancy, produces many of the lisps, the ineffectual control of breath for intelligent language, the nasality so prevalent in the American voice, the harshness due to over-enervation of speech muscles, the overanxiety that leads to confusion of thought and mental haste and many negligencies of ordinary speech.

If the developmental stage is well cared for, the speech of the child of school age will be on the road to clearness and correctness. Nevertheless, the role of the school in the development of proper speech is not to be underestimated. The teacher and the class, next to the parents and the home, are the important factors in speech education.

One of the great problems of education is to lead the child to realize that the things he is taught in school are to fit him for real life. The child may consider that school and all that it implies is a separate and distinct part of his life, like the boy who, when asked, "Sonny, why don't you speak the way they teach you in school?" replied, "Aw, dat's de way dey talk in books. I ain't gonna talk so silly." It is useless to expect a child to acquire a grammatical and melodious manner of speaking unless the teacher can implant in him the thought that good English is preferable to street jargon. The child's auditory sense should be accustomed to good speech so that a lasting impression will be made upon his mind. For after all, it is the effect of strangeness which prevents the adoption of good English. A boy feels that it is "sissified" and would be ashamed to talk so to his "fellers." He should have his ear so attuned to correct speech while in the class-room that some echo of it will last through the various stages of his development and reassert itself in later years.

THE treatment of stuttering requires patience on the part of both patient and physician. The patient should be told from the outset that the situation is difficult; that a cure is possible, but that there must be faith and diligence; that the process is slow, and that improvement at the end of six months is a favorable omen. Furthermore, no case should be undertaken unless the subject is willing to be treated for not less than one year. When this has been made clear, one may proceed with the actual treatment, which may be considered under four headings: medical, surgical, psychotherapeutic and reeducational.

Stutterers are usually of an emotional, unstable type and this so-called "nervousness" requires appropriate medical

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attention. When there is present a disturbance of the glands of internal secretions, the endocrines, the proper glandular extracts must be administered. Tics, choreas, habit spasms, anemia and malnutrition must also be overcome in the customary methods, using tonics, fresh air, good food and sunshine. In brief, any constitutional condition that may be found should be treated with medical measures.

Although primarily stuttering is a mental affliction, sometimes there are associated physical factors that require surgical care. These are adenoids, abnormal length and thickness of the uvula, abnormal size and tumors of the tongue, paralyses of the tongue, cleft palate, hare lip, deformities of the jaws, improper development of the palatal arch, imperfect dental arches, nasal polypi, enlarged nasal bones, nasal obstruction, tongue-tie and defective hearing. These conditions require the services of the nose and throat specialist, oral surgeon or dentist.

Stuttering is a spastic coordination neurosis based on a mental conflict. To determine the nature of the conflict, which has long since been forgotten and lies buried in the subconscious mind, hypnosis or psychoanalysis may be employed. The nature of the conflict is discovered and revealed to the stutterer. The stored up and suppressed emotions are liberated, and through analysis and discussion a readjustment is established. Suggestion is also useful in creating a spirit of self-confidence, something the stutterer lacks. By positive suggestion the stutterer is convinced that he can speak, that he is cured and that he is well. Another form of psychotherapy that is used to advantage is distraction. The trouble with the stutterer is that his attention is focused on his speech. If he can be distracted he will speak correctly, as evidenced in singing and chanting. The attention can be distracted by various means, as writing while speaking, walking while speaking, talking through a megaphone and in many other ways.

The reeducational treatment, which is of great importance, may be considered under four headings: relaxation, breathing, vocal gymnastics and phonetics. When the stutterer begins to speak, he directs his attention to the process and becomes tense. He stands rigid, the abdominal wall hardens like a board, the jaw is held tight, the lips are firmly compressed, the fists are clenched, the cheek muscles are taut and there is a spasm of the laryngeal muscles. Against this barrier of spasticity he throws a flow of speech which comes out in a torrent of explosive utterances. The first task is to break down the wall of spasticity and liberate the imprisoned voice. For this purpose relaxation exercises are given.

Stuttering nearly always causes wrong habits of breathing during speech. The majority of stutterers use clavicular instead of diaphragmatic and rib breathing. Attempts may be made to talk while inhaling. There is improper breath control and conservation. These defects are righted by the practice of breathing exercises.

Stuttering is often associated with a disorder of function of the articulators. The lips are spastic, the tongue is rigid, the soft palate is stiff and the muscles of the mouth and throat are taut. Exercises in the form of vocal gymnastics are given to overcome these articulatory disturbances. Finally, stuttering is more likely to occur on some sounds than on others. The most common sounds are p, m, b and w. The teaching of phonetic exercises will bring about the proper pronunciation of these sounds.

Speech defects can be cured. Though the treatment is a difficult and tedious task requiring great patience, the results are worth the effort. By overcoming a speech disorder, we can change the attitude, behavior and personality of an individual and readjust him properly to his environment. The sooner the treatment is undertaken the better the results. Finally, a course in the reeducation of speech is a course in mental and physical hygiene. Relaxation, proper breathing, good posture, muscular development, poise, equanimity, self-control, mental balance and straight thinking are some of the results. In brief, speech reeducation is character building.

# Beware the Wild Rabbit!

© Cobb Shinn

COOKS, hunters, housewives and market-men who handle wild rabbits face an occupational hazard during these months of the hunting season in the possibility of infection with tularaemia, a disease of these animals which may be communicated to human beings and result in serious illness or even death. The disease has been discovered recently, and at its last meeting in Minneapolis the American Medical Association presented a gold medal to Dr. Edward Francis, of the U. S. Public Health Service, in recognition of his research on it as the most important medical work of the year.

"The discovery of a new disease," the Public Health Service points out, "is a milestone in medical history," and tularaemia has the honor of being the first and only one to have been discovered by American investigators alone, who have isolated the causative agent, determined its sources of infection and modes of transmission and described its symptoms and pathology. It was first observed in a ground squirrel in California in 1910 by Dr. G. W. McCoy of the U. S. Public Health Service, and apparently became engrafted into the jack-rabbit population of the West, and then, as a disease of wild rabbits, advanced steadily across the continent until now there remains only the solid block of the six New England states where it has not been found. It has been reported from Japan also, but in no other country. Dr. Francis, who himself became infected with the disease while studying his first case in Utah, is now devoting himself to further research in its prevention and cure. In a study of one thousand rabbits offered for sale in the Washington, D. C., market, he found that ten, or 1 per cent, were infected with virulent *bacterium tularense,* which affects the animal's liver and spleen.

Rabbit meat which is thoroughly cooked is always safe, because the infection is destroyed at a temperature of 133 degrees. Rubber gloves afford complete protection to those who must dress wild rabbits. But beware handling, ungloved, the rabbit which the dog or cat has brought in, or which a boy has killed with a club. It is probably a sick rabbit. And for hunters—the Public Health Service advises—take rabbits on the run at twenty-five feet distance: There will be less chance then that they are carrying tularaemia with them.

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# Physical Results of Coordination

By KATHRYN LINCOLN BROUGHAM

*When once a reasonably adequate part of a new generation has become properly coordinated, we shall have assurance for the first time that men and women in the future will be able to stand on their own feet, equipped with satisfactory psycho-physical equilibrium, to meet with readiness, confidence and happiness instead of with fear, confusion and discontent, the buffetings and contingencies of their surroundings.*

—John Dewey

WHAT was accomplished in a month's training in physical and mental coordination at the Edgewood School at Greenwich, Connecticut, is shown in the accompanying "before" and "after" silhouettes, registered exactly by a camera-like instrument which reflects the outline of the figure in reduced scale for tracing.

Child I showed a common type of faulty posture: chin thrust forward, shoulders held high, neck locked, saddle back and weight on the heels. The result is disturbed circulation, tension, flat feet, round shoulders, sunken chest, and constant strain on vital organs and sensory nerves. At the end of the month he appears with head poised, spine partly straightened, shoulders relaxed, weight carried by the spinal column, pelvis tilted backward keeping the contents of the abdomen in place, and body better balanced over the arch of the foot, with joints elastic.

Child II, six years old, was overweight, dumpy, waddling and listless in her school work. She became conscious of her discomfort and sluggishness, cut out sweets at her own suggestion and lost weight during the month, gaining an alert interest in classes which formerly had bored her.

Child III, suffering from intestinal complications, with weakness in the incurved back, and the incipient improvement in the later silhouette, shows an improved posture which aids organic as well as functional disturbances, but must become habitual to effect cure.

Unruly and difficult, nervous and unbalanced, Child IV became, according to his parents, "a new boy," with the better equilibrium acquired through a sense of greater comfort.

Child V, frail, tense, turbulent, and over-mental, became calmer in deportment and more controlled, with improvement in creative release as well as in health.

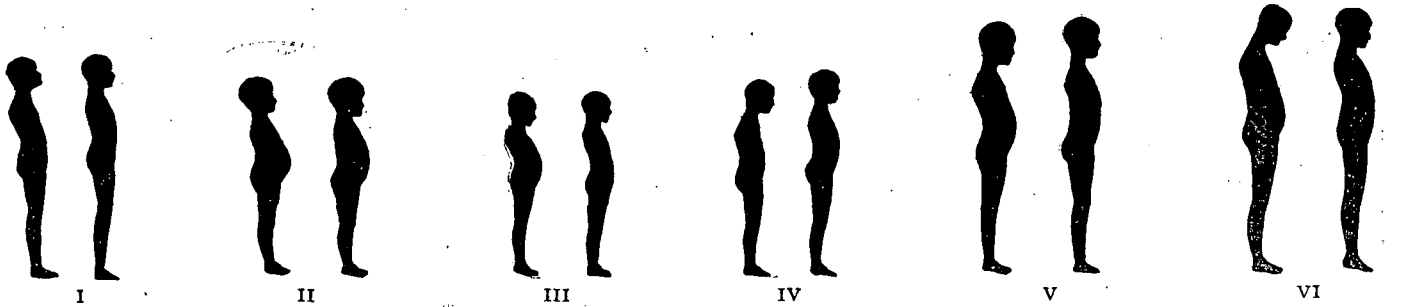
The final pair of silhouettes are those of a boy who suffered from glandular imbalance, with a shambling gait, protruding chin, limp spine and energy bound up in bodily extremities. With bettered mental and motor control, his spine shows energy, the head is held higher and poised, the extremities are more relaxed, and the listless eyes brighter.

The improved bodily habits shown above are by no means perfect examples of corrected posture. But they show in varying degree the changes that can be wrought in the child's concept of how to manage his body.

These better coordinated postures are produced by telling the child to "stand up straight;" they come through his own experience of balancing the body through spinal control. Parents who nag children into rigid postures only increase tension and strain, which is worse than slumping.

Improvement results from self-experimentation by the children in the art of balance in major positions—sitting, standing, walking, and prone. The use of proper muscles in these major positions makes artificial exercise unnecessary. It also results in a natural self-control.

While these are examples of improvement after a month's training, it should be emphasized that more than a month is needed to establish the unconscious habits of a coordinated mind and body. Training should begin in kindergarten, continuing through primary and secondary schools and college, as groundwork for athletics and esthetics, mental growth and creative release.




CONSERVATIVE estimates of the rat population of the United States place it at about 120,000,000, or about one rat per person, declares the U. S. Public Health Service in a recent announcement warning public-health authorities of the increasing sanitary and economic menace of rats. It is estimated that these unwelcome parasites cost Americans approximately $200,000,000 a year in food and a like amount in wanton destructiveness. As the principal agent in the spread of bubonic plague, rats are responsible for the almost world-wide prevalence of this disease, which during the twenty-year period ended in 1923, killed more than eleven million people in India alone. "The public should be brought to realize that, if the extraordinarily prolific breeding of rats was not constantly controlled by disease, natural enemies and the cannibalistic tendencies of the animal itself, the world might be overrun and man himself forced to fight a losing battle for scraps of food. To combat the rat successfully, man must become familiar with its habits of living and breeding and know its dietary preferences. Methods of combat must be studied and the proper application of the most efficient of these must be



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better understood. In the age-old fight for survival, the rat has learned lessons of sagacity, patience and ability which well fit it for a contest in which man must exercise his ingenuity to the utmost if he would win." In general, "rat suppressive" measures are more effective that direct attack by trapping, poison bait, fumigation and the like. The most effective suppressive measure is to keep the rat from his customary food supply, by such structural measures in houses, ships and the like as deny him entrance, by storing foods in containers which rats cannot gnaw through, and by eliminating garbage dumps and the like.

READERS who have been following the development of objective methods for measuring organized public-health work (see the special issue of The Survey on City Health, November 1, 1925) will be interested in the scholarly monograph by Philip S. Platt recently published by the American Public Health Association, analyzing experience in the use of the appraisal form (The Validity of the Appraisal Form as a Measure of Administrative Health Practice. By Philip S. Platt. American Public Health Association, 370 Seventh Avenue, New York City. Price $1.50). Mr. Platt concludes that "the study has produced evidence to show that, so far as can be judged at present, the principle of the appraisal form is sound, and its application is practicable and reliable. Its internal construction—criteria, standards, values—has been proven by statistical methods to be considerably better than could have been anticipated from general consideration alone. Consideration of the 131 criteria and standards of the appraisal form has given rise to constructive discussion of various principles which underlie it, as well as to specific recommendations for changes; and data here analyzed and presented will enable the eventual revision of the appraisal form to be made in the light of many new facts and much objective experience."

THE FIRST WORKSHOP for cardiac girls in New York City has recently been opened in rooms at the Young Women's Hebrew Association, 31 West 110 Street. Mrs. Felix Warburg donated the space for the workshop and Dr. Irving R. Juster will be the medical attendant. The workshop is for girls between sixteen and twenty-five years of age who are classified as 2B cardiacs, and therefore unable to get working papers. A special instructor, who is a graduate nurse, will teach sewing. The girls will work from ten to twelve, and again, after lunch and a rest period, from two to four. The physician in charge will visit the shop daily to examine the students, and laboratory tests will be made as they are deemed necessary.

## Popular Health Books

*Recommended for a Public Library by the New Haven, Connecticut, Department of Health:*

HOW TO LIVE. *By Irving Fisher and E. L. Fisk. Funk and Wagnalls.* $2.

BY-WAYS TO HEALTH: DETOURING THE SCRAP HEAP. *By Thomas D. Wood and Theresa Dansdill. Appleton.* $1.50.

WHAT YOU SHOULD KNOW ABOUT HEALTH AND DISEASE. *By H. W. Haggard. Harper and Brothers.* $5. *(Also in a school edition, entitled Science of Health and Disease,* $4.)

KEEPING YOUNG AFTER FORTY. By *E. R. Whitmore. Appleton.* $1.50.

PHYSICAL EXERCISE FOR DAILY USE. *By C. W. Crampton. Putnam.* $3.50.

HOW YOU CAN KEEP HAPPY. *By William C. Sadler. American Health Book Concern.* $3. *(Mental health.)*

FOOD, NUTRITION, AND HEALTH. *By E. V. McCollum and Nina Simmonds. The authors, Box 25, East End Station, Baltimore, Md.* $1.50.

TROUBLES WE DON'T TALK ABOUT. *By J. F. Montague. Lippincott.* $2.

BLOOD PRESSURE: CAUSE, EFFECT, REMEDY. *By Lewellys F. Barker and N. B. Cole. Appleton.* $1.25.

COLDS: CAUSE, TREATMENT, AND PREVENTION. *By R. L. Cecil. Appleton.* $1.

YOUR TONSILS AND ADENOIDS: WHAT THEY ARE AND HOW TO TAKE CARE OF THEM. *By M. Ross. Appleton.* $1.50.

THE TEETH AND THE MOUTH. *By L. L. Hartman. Appleton.* $1.50.

Any of these books may be ordered through The Survey, at the prices listed above, postpaid.

## Most Helpful Books

*The following books received the highest number of votes at the recent Chicago meeting of the American Public Health Association, when delegates were asked to name the ten they had found "most helpful":*

PREVENTIVE MEDICINE AND HYGIENE. *By Milton J. Rosenau. Appleton.* $10.

NEWER KNOWLEDGE OF NUTRITION. *By E. V. McCollum. Macmillan.* $4.25.

HEALTH SURVEY OF 86 CITIES. *American Child Health Association.* $3.

PUBLIC HEALTH AND HYGIENE. *By William H. Park and others. Lea and Fiebiger,* $10.

VITAL STATISTICS. *By George C. Whipple. John Wiley and Sons.* $4.

PUBLICITY FOR SOCIAL WORK. *By Evart G. and Mary Swain Routzahn. Russell Sage Foundation.* $3.

CHILD HYGIENE. *By S. Josephine Baker. Harpers.* $5. *(Also a school edition,* $3.75.)

PUBLIC HEALTH NURSING. *By Mary S. Gardner. Macmillan.* $3.

EPIDEMIOLOGY AND PUBLIC HEALTH. *By V. C. and H. F. Vaughan and G. T. Palmer. C. V. Mosby.* $9.

HEALTH AND WEALTH. *By Louis I. Dublin. Harpers.* $3.

PRINCIPLES OF MEDICINE. *By Sir William Osler. Appleton.* $7.50.

Any of these books may be ordered through The Survey, at the prices listed above, postpaid.

THE GREATEST social damage, the Metropolitan Life Insurance Company concludes from a recent study, occurs when a wage-earner dies between the ages of thirty-five and forty-five, for during that decade industrial policy-holders, whose records are considered generally applicable to the whole American population, leave on the average 2.7 young children still dependent on the family budget. Wage-earners dying between the ages of twenty-five and thirty-five years leave on the average 2.1 dependent children; those under twenty-five, only 1.4. A relatively few causes of death are responsible for the major part of this family damage. In the age interval twenty-five to forty-five, nearly 6 deaths out of every 10 are caused by tuberculosis, influenza-pneumonia, heart diseases and accidents, whose shares of the total mortality are, respectively, 22.7 per cent, 12.6 per cent, 11.5 per cent, and 14.2 per cent. While tuberculosis has lost the unenviable place it formerly held as a leading cause of death, it still remains a major factor in the disruption of family life through death, since it takes its victims in the prime of life when their earning power is at its height and their children still require support. It is particularly significant, the Metropolitan points out, that all four of these chief causes of death are largely preventable.

"THIS is the wrong way to sit at a desk," writes Rosamond Praeger, supervisor of child-welfare nursing, Syracuse Department of Health, in the last issue of Better Health, the monthly publication of the department. "The desk is too high, the chair a misfit. The girl's back is curved, her shoulders slumped and forward. For the correct sitting position, the chair and desk should be adjusted to the height. The body fits comfortably in the chair, the back is erect, the shoulders back and relaxed." Good posture saves pennies, Miss Praeger maintains, since a cheap dress well worn looks smarter than an expensive one carried slouchingly; it promotes health and spares doctors' bills, and gives an impression of poise and initiative. "It is yours for the trying. Stand tall, head and chest up, abdomen and back flat, look the world in the eye!"

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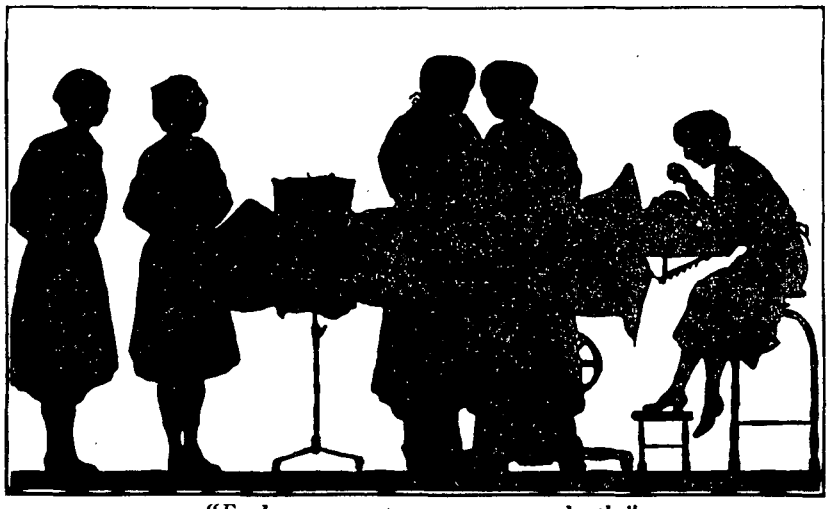
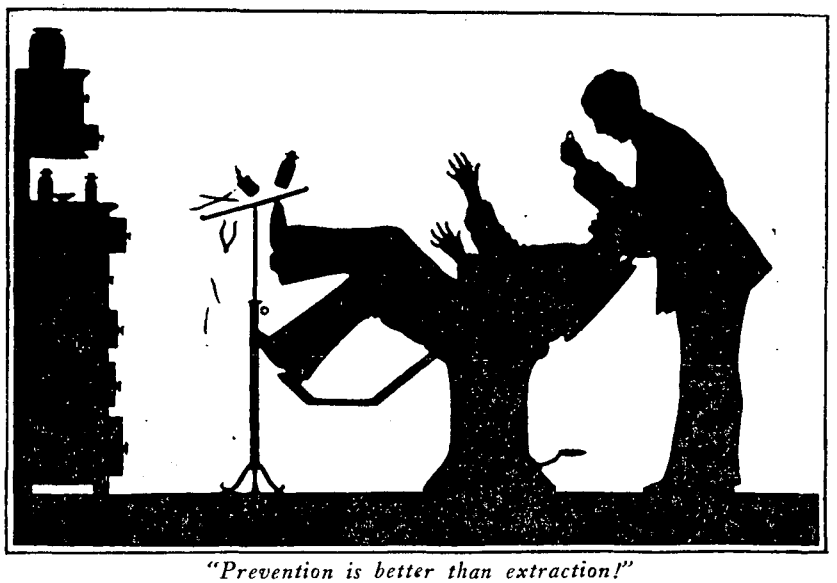
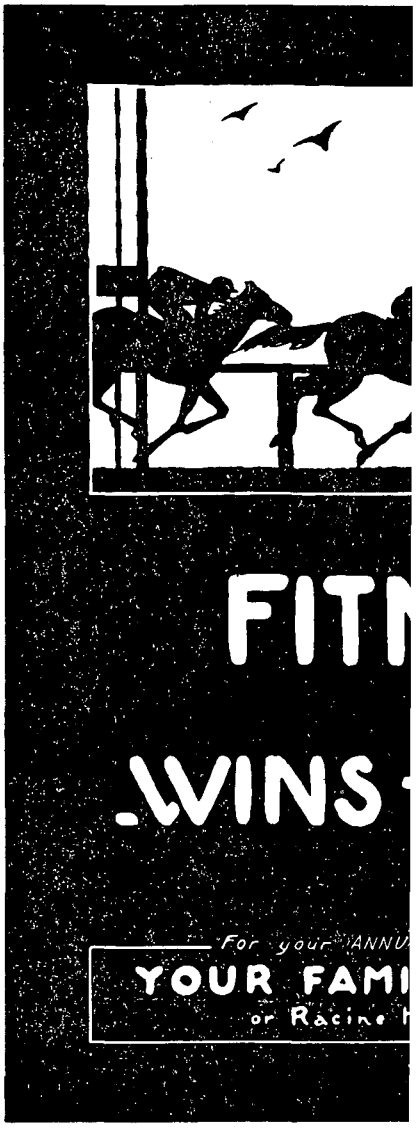
*"There's danger in being too much over-weight or under-weight"*



*"Early surgery prevents cancer deaths"*



*"Prevention is better than extraction!"*




# Bluepri

THE WORK OF FLO

THE posters of the Board of Health of Raci Wisconsin, here illustrated, are cheap a therefore especially useful when limited quan ties are required. They are made by drawing t subject in reverse color on draftsman's vell paper and reproducing from this original by well-known commercial process of blueprinti

From the original drawing, direct bluepri may be made for indoor use. The Racine Bo of Health posts them in factories and sto usually on bulletin boards in the employm office, near time-clocks, or wherever practica every employe will see them. They are used link up publicity for special campaigns—su as diphtheria prevention or smallpox vaccinati

Another form of reproduction directly fr the original is the so-called Van Dyke, a bla and-white print on specially prepared paper reverse color from the original. Here the let ing will read backward unless care is taken order "Van Dyke negative, positive readin The Van Dyke is transparent. Placed in a fra

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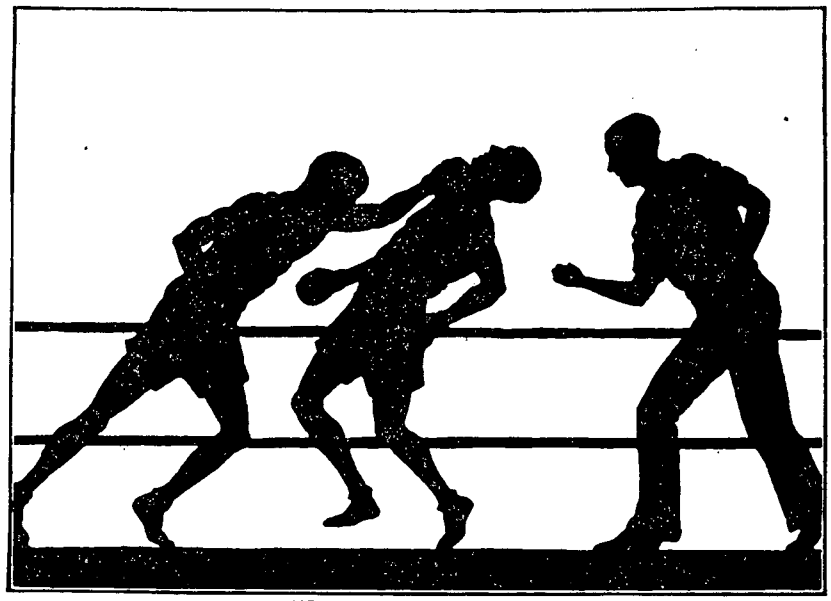
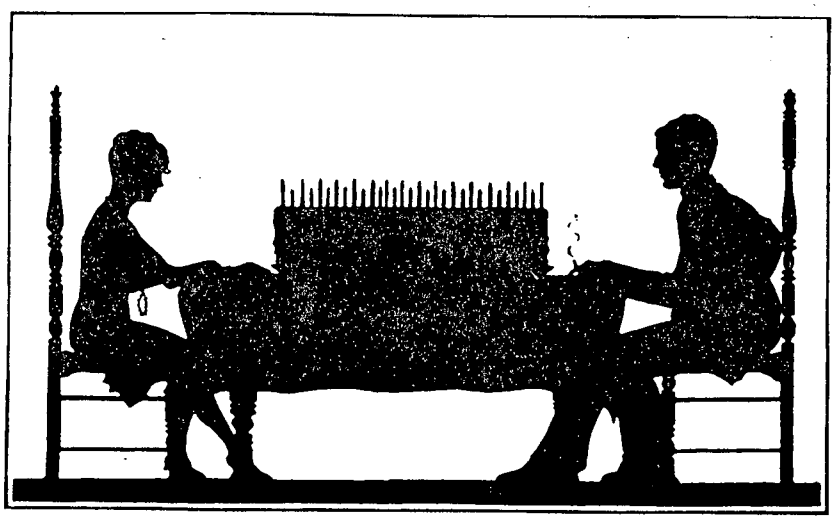
# Posters

E MARVYNE BAUER

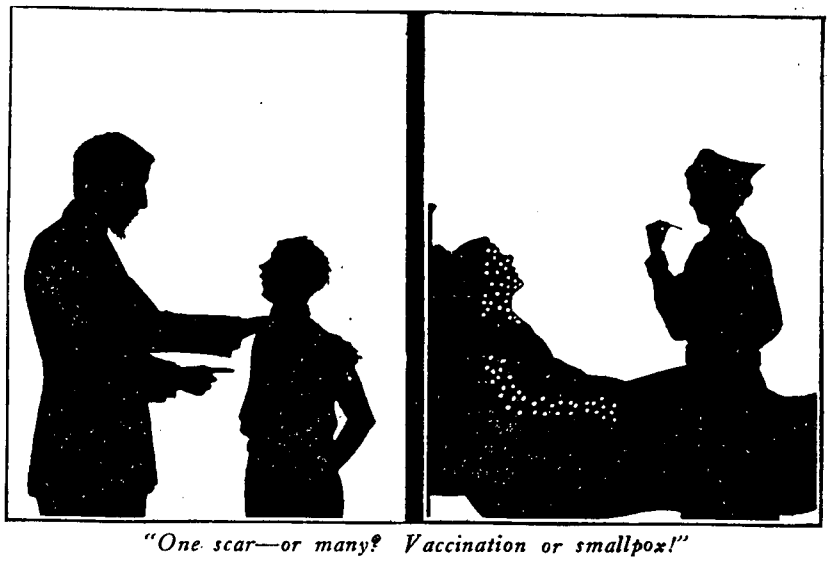
th light behind, it makes a most attractive ninous poster, especially if a flasher is used. For the sake of variety, the Van Dyke negative :y be used for reproducing blue line-prints iich will come out the same color as the ginal. Either the original or the Van Dyke ·y be used for producing black prints or brown nts by choosing appropriate printing papers. Any blueprinter can do this work. The cost y vary with locality, but a fair average price blueprints will be five cents per square foot quantities of one hundred prints. Van Dykes t about twelve cents a square foot. Blue line-nts or black line-prints, brown prints and black nts run about seven cents a square foot. The ginals of the posters here reproduced are 11 by inches, or roughly one square foot. Even in-ding artists' fees, the blueprint method pro-ces posters at a price which cannot be matched printing or lithographing in small quantities l is, therefore, particularly suitable for small anizations which cannot use large quantities.



*"Knock out diphtheria!"*



*"For your birthday, present yourself with a physical examination"*



*"One scar—or many? Vaccination or smallpox!"*

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# Child Care or Child Development?

By IRA S. WILE, M.D.

THE orphan asylum will change in time from a child-caring institution to a child-developing institution. Its function will be materially altered by its acceptance of the principle of individualized growth. A psychological analysis of a child serves as a more intelligent basis for laying out a program of intensive individual training than is otherwise possible. There is undoubtedly necessity for giving thought to the new types of children in our institutions, particularly in order to make socially effective that increasing group who find themselves handicapped in the ruthless competition under an educational system standardized for their admitted superiors.

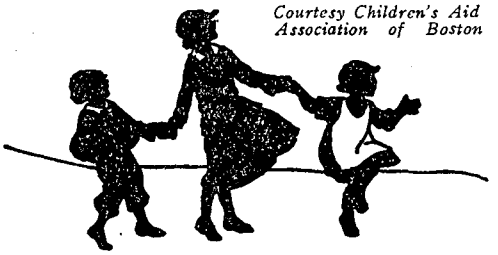
The least common denominator of a heterogeneous mass of children below average mentality cannot be found in a public-school curriculum. Schools are still planned for children deemed average, and they do not possess adequate facilities for handling large groups of children of inferior mental capacity. The auxiliary class for mental defectives has not proved itself adequate to meet the developmental needs of these children. The ungraded class has its limitations marked by the capacity of the child to be saturated by its content within a comparatively few years. The children who leave school after a long and ordinary exposure to an ungraded class are not, in general, trained or fitted for social adaptation. The complete segregation of these classes and children from the natural and normal groups, while in the midst of them, constitutes a sort of social thorn in the body of the educational system.

I believe it to be highly essential either that the large percentage of child-caring institutions organize and maintain more specifically organized schools for the benefit of their children, or else that a new form of approach be required in our public educational institutions. Generally speaking, a school offers an opportunity of education, usually in terms of the few subjects which have been socially recognized as essential for human communication and for the promotion of the social business that appears to underlie economic welfare. Hence speaking, reading, writing and arithmetic serve as a background of the generic education of this country.

Abstract knowledge is not the only type that is of value. There are many other phases of mental capacity —arts and crafts and skills—which are more essential in many ways for acquiring social efficiency than the major educational subjects. Children whose minds are neither sharp nor retentive of the more abstract types of educational material are definitely handicapped. Their failure to progress at the same rate as their fellows leads to disappointment, unhappiness, emotional distress and realization of their mental shortcomings; sometimes to an inferiority complex and engendered types of attitudes which are not conducive to self-respect, self-accomplishment, and self-support. Large percentages of the children now entering our non-penal institutions for children are utterly unable to compete with children with better mental equipment, and their education should not be of the competitive system. The obstacles to their personal progress are removable. Mentally slow or mentally defective children are treated intelligently and adequately only when there is a definite effort made to appreciate and adjust to their learning power and their social needs.

The rudiments of academic education are essential, and usually children of the type here discussed can, by the age of sixteen years, gain reasonable command of the reading and arithmetic required for average children in the fifth and sixth grades, which is adequate to meet the ordinary needs of life. Why should there be a constant drive, or even any effort, to emphasize special powers beyond this point? Furthermore, why should not the reading and the arithmetic, instead of being of the formalized type, be based upon interest or vocational trend? What matters it whether a child reads about King Arthur and Alfred the Great, or how to use a plane and saw, how to collect eggs or transplant lettuce or make a dress, or design a hat? What difference does it make whether the learning is on the abstract principle of life-insurance premiums, bank discounts, and partial payments, or whether the attention is devoted to ascertaining the cost of the material to build a fence around a piece of ground, or of articles required for a meal, or the number of cans of paint needed to paint a room?

There is need for an adjustment of the curriculum to the child, not in terms of his mental age, but in terms of his present potentials and his possibilities at maturity. It is far more important for the institution to guide



*Courtesy Children's Aid Association of Boston*

*In The Survey of September 15, Dr. Wile told of the new problems facing children's institutions today by reason of the change in the intelligence and social background of their charges. Here as psychiatrist, educator, and the friend of children and of social work, he outlines some of the changes which will help the institutions to meet new needs, and to evolve from a service of child care only to a richer one of child development.*



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youth so that he may be able to take his industrial place naturally, with the confidence born of an ability to be self-supporting and honorable at a reasonable age, than that he be given a certificate that he has gone through so many grades of public school. The method by which a child can later earn a living is vital, and increasingly so as competition becomes keener and social adaptations call for greater certainty of capacity in some direction. One function at least of our institutions for children must be the effort at concrete adaptation of the child to his economic life that is to be. Reclamation is merely adjustment. Organization of life is a more vital form of adjustment.

AT least one solution of the difficulties in the shifting of intellectual levels in our institutional population involves a conscious willingness to make adjustments for the children whether they present mental, emotional or social problems. The end and aim of the institutional program must involve a knowledge of the personality of each child, together with such guidance as will procure the physical, mental, emotional and social health that is necessary in order that he may face life and struggle with reality with some assurance of success. Each child must have an opportunity to feel his own potentials rather than merely to be made conscious of his limitations. With an appreciation of what he can do he gains far more than when his weaknesses and failures are constantly kept before him.

Many children of this type are regarded as problem children. It is far more intelligent, however, to consider the problem and the child separately. Most frequently the problem is bound up with the community, its ideas and its lack of development, rather than inherent in the child. Intelligence is not an absolute term. One may be intelligent on a farm and unintelligent in a factory, superior in a garden and inferior in a bank. Gradations of occupation and of interests should be in terms of potentials rather than in terms of economic costs. An educational system that has been developed in terms of abstract thinking, in terms of preparation for college and for professional life, does not represent a higher type of education than any other form, save insofar as an intellectual aristocracy regards and uses itself as the highest standard of development in the same way as man declares himself to be the highest type of animal ever developed. That education is best which enables an individual to utilize his potentials most effectively. An educational system which takes a dull normal and makes him feel like an idiot is a most unsuccessful system of education, but the education which enables an idiot to weave a rug is for the idiot the finest educational system.

What is to be done? One need not be specific nor dogmatic because there is still room for experimentation. There is ample evidence as to what can be done by special education. The remarkable training that has been afforded mental defectives has been well exhibited, for example, in Waverly, Massachusetts, and Rome, New York. The possibilities of socially salvaging a certain group of the markedly deficient should be a challenge to those who are seeking to aid, educationally, children of higher or lower intellectual potentials. Certain fundamental factors are important. Every institution should give a psychological examination to every child at admission. School placement should depend upon the capacity of the child to accept school work rather than upon his chronology. I believe that large groups of institutional children should be subject to no school grading. There should be a sort of rotating kindergarten-first-grade arrangement in which a group of children may remain until their mental age advances to a period that warrants their transfer to some higher form of work. In addition to good grade teachers there would be some need for special teachers capable of giving remedial teaching for transferring weakness into reasonable power and enabling children to advance in their school work regularly without thought of grades, except in terms of rooms to which they may be assigned for oversight and discipline. There should never be demotion; progress should be continuous, however slow. There should be a certain degree of enrichment of the curriculum which merely means exposure to a larger variety of educational tasks than are possible in an ordinary class-room. Inability to adequately perform one branch of school work should not be allowed to automatically retard the child in any other branch. He should proceed within the limits of his capacity.

When a child has arrived at the chronological age of eleven or twelve years, some special educational training should be begun. Inasmuch as school attendance is mandatory in many states until sixteen, provision should be made so that when a child is ready to leave school at that age he possesses some fitness for work, adaptation to which constitutes part of the adolescent trial in living. From eleven or twelve years to sixteen, there should be a period of especially grouped educational opportunities, in which the theoretic academic work is entirely based upon practical experience. The kinds of occupation for which children of this type may be trained represents a wide category. A large measure of the work of the world is being done by adults whose level of capacity is below that represented by an I.Q. of 75 or 80.

Intelligence tests reveal only a part of the personality, and in consequence, numerous other factors besides the intelligence quotient enter into the solution of the specific type of occupation for which training is to be given. Nor should group tests serve as the basis of judging learning ability. Consideration must be given to appearance, disposition, cheerfulness, industry, enthusiasm, emotionalism and social attitudes.

A TRAINING SCHOOL of this type should have generic work for each child, after which should be some narrowing of the educational interest and program. The longer the period of time that the child is in the school, the more narrowed should his training become in order to secure some special ability—without, however, making him too highly specialized in the skill that he is to offer. After several years of training, with increasing self-dependence and a growing sense of accomplishment and capacity, there should be at least a six-months period of supervised apprenticeship, linked with the school, for the purpose of remedying any weaknesses that are exhibited during the course of the apprenticeship. At the end of these six months, if there is still further need for special training, obviously this may be continued. With an introduction into the world of industrial life there then would be an opportunity to remedy continuing weakness by a greater appreciation of the possibilities of continuation schools where they exist.

This is very schematic, possibly indefinite, but it purposely does not lay out any elaborate details. The educational possibilities for this type of child, the interests of private and public institutions for dependent children, the enthusiasm of proponents of progressive education, and the experience of educators, should lead to a ready development and adapta-

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tion of such forms of teaching service as appear to be necessary by reason of the altered population in our non-penal institutions for children, and especially in the so-called orphan asylums.

One thing alone is absolutely imperative—the recognition of a new problem that is developing in our institutions and a willingness to make the social adjustments that it involves. A desire to give to dependent children every opportunity for achievement, health and happiness during immaturity is in line with modern social thought. The realization can come only through educational guidance, educational training and experience in living in harmony with their strength and capacity rather than in terms of their weakness and disabilities.

# What Social Workers Do

By NEVA R. DEARDORFF

FOR better or for worse, the news of what case workers do is out—in book form and to the extent of three hundred and fifty-three pages. (Analysis of Positions in Family Social Work, Medical Social Work and Psychiatric Social Work, by Louise Odencrantz. Harper and Brothers. Price $2.50 postpaid of The Survey.) The American Association of Social Workers is answering through its job analysis series, financed by the Russell Sage Foundation, the insistent questions of several sections of the public with regard to social work. Financial supporters want to know what social workers do to earn their salaries, such as they are; young persons who think they might find a career in social work need to know more about its satisfactions and penalties, and social-work executives are anxious that they should know. Civil service commissions want information by which to certify qualified social workers for the public service. Schools of social work wanting to build up more substantial professional and technical courses have greatly needed an authoritative description of positions open to their graduates. Social workers themselves want a better basis for the discussion of the intellectual content of their jobs. Few tools are likely to prove better adapted to these various purposes than Miss Odencrantz's job analyses, the first volume of a series of such analyses which will, in the reasonably near future, cover all of the fields of social work. The case workers were chosen as the first groups to be analyzed because of their primary importance in social work.

Incidentally the term "job analysis" usually affects people like a dose of asafetida, partly perhaps because of its jamming together of Celtic and Greek roots. A prize to the person who can find a synonym of purer origin! But in spite of the noxious linguistic character of the term, it is the name of a process of thinking that is growing more necessary and valuable every day, not only in social work, but elsewhere. "A job analysis," says the author, "is not an attempt to describe the job as we think it ought to be or as we would like it to be, but as it actually is. . . . It is not an attempt to set up any standards or ideals or to determine what constitutes the best technique or practice." Its intentions are sheer truth, infinitely harder to find than indulgence in wishing or romancing, but calculated to produce more substantial results. For the establishment of social work as a profession, such a crystallization of concrete and unemotional data, is the best possible basis.

There may be those who think that when silenced in its cry for ideals, prohibited from voicing its yearnings for better standards, and deprived of its halo of sentiment, social work would be a sad and sorry sight; but let such doubters look in this book and see that it is not. As one reads over the duties and responsibilities of the visitor of a family society, or medical social-service department, or psychiatric social service, and one thinks of the daily routine of the lawyer, the physician, the nurse, the teacher or the clergyman, he finds no reason to regard the visitor's job as inconsequential. It is only the salary that is inconsequential.

It is true that there is little indication of those tense and thrilling moments which are thought to abound in the life of the case worker. But in place of them, there is indication of an orderly layout of interesting duties, some tools with which to work, and a trend toward devising ways and means of measuring the results accomplished—a measurement of concrete means to an end. "No methods have been yet worked out to measure the development of a man's ability to adjust to his environment, or capacity for self-maintenance. Indications occur in improvement in his physical and social environment, in family relationships, growth in habits and attitudes, health, employment and use of leisure time."

These specifications for case work and case workers give a sense of solid competence in and fidelity to work; but they do not indicate that element in case work which turns the good, solid, competent service into an artistic triumph. We have been assured that case work is an art and, whatever that may mean to others, to the reviewer it connotes taking the material at hand—in this case a complex of tangled social relationships—and manipulating it with such knowledge, skill and imagination, that there emerges a new creation with more form, stability and orderliness. The doing of that becomes an end in itself worthy of any brains. We should not care whether case workers are young or old, high-heeled or flat-footed, motivated by personal or impersonal urges, or educated by schools, agencies or themselves, if we could be quite sure that everywhere artistic jobs were being done. To the extent that case work is regarded as an art, it will be the elusive element of social ingenuity, originality and creative ability by which it will be judged. But social relationships can be seen neither with the naked eye nor with the microscope. How can we know that a good job has been done?

IN the absence of direct proof, we fall back on probabilities. It seems reasonable to suppose that a well-adjusted, capable, trained, sympathetic person, working calmly and surely, is more likely to accomplish something of value with a family than a psychopathic, incompetent, ignorant, self-centered person, in a great flurry of excitement, would be likely to accomplish. But in practice the situation is never quite so clear and simple as that. The total situations show blends of all sorts of elements. Furthermore, it seems un-

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safe forever to go on probability, even if we were able to recruit enough educated angels of sweetness and light to fill every case-work job in the country. There must be ways devised for knowing precisely just what the case worker did in a given situation and what happened then. The accumulation of such data should provide the means for real understanding of procedures in the various fields of social work.

The distinction between "executive" and "leadership" processes in case work is a step in the direction of such analyses. It would seem that it is not an insuperable task, if there has been careful recording to judge in each instance whether the needs for executive work had been sensed and attended to and what the results of such steps were. On the side of leadership, we should in time be able to know whether a worker succeeded in getting herself into a position of influence with the family. Did she succeed in awakening any kind of favorable response in her clients? Did her clients give any kind of objective evidence of such a state of mind? And finally, was there a proper weaving together of the executive duties and the attainment of leadership by the worker? In other words, did she start being an executive before she had become a leader?

This discussion has seemingly taken us far from the analysis of positions in the three case-work fields and has raised questions pertinent to other inquiries rather than to this one. In the absence of direct and objective proof of the results of case work, whether practiced as a science or as an art, these job analyses greatly help in that they do furnish a systematic and exhaustive statement of how case workers go about their tasks and how agencies may proceed to insure, so far as that is now possible, that good work will be done. Each of the component elements, such as the qualifications of persons, the steps taken and reports made, can now be assessed and appraised as to its probability of producing the desired effect. Without such a setting out of the situation, sharply focused discussion on all of these elements has been difficult.

# How To Predict Behavior On Parole

By ROBERT W. KELSO

ON November 16, in Boston, during the celebration of the fiftieth anniversary of the passage of the first probation law, Dr. and Mrs. Sheldon Glueck presented one of their conclusions from a three-year study of the post-parole conduct of 510 probationers who had also served time in Concord Reformatory. Both as a critique of existing methods and as a suggestion of something new, their conclusion was a high explosive. In order to carve a place for itself in the minds of that room-full of veterans in psychiatry and penology, it had to displace some of the criminologists' most confident assertions. It had to identify as useless and irrelevant much that appears on the face-card of social-agency records. In effect it was a proposal, backed by elaborate proofs, that judges and administrators of corrections and social workers now apply a scientific measuring stick to the behavior of law-breakers.

A is an idle young man. He makes unwise use of his leisure time. He is not steady at employment. He drinks. After a few times in court he has a period of probation. Then he goes to the industrial school; then to a reformatory. Parole for good behavior in the prison has now run out and he is a free citizen. What are his chances of turning out a success? a partial success? a failure? On the basis of past record, is his future performance predictable? Is it practicable—indeed, is it possible—to classify discharged prisoners according to the record of their previous behavior and by so doing to arrive at a helpful degree of certainty as to their chances of reform, and consequently to predict the wise course for the community to take regarding them?

Let us vary A's case by supposing that he has pleaded guilty to manslaughter on a trial for murder, when the prosecuting attorney was willing to accept the plea in the lesser offence; that this is A's first recorded conviction; that he was a young chap of good intelligence but with little schooling. He was steady at his employment. The study finds by a combination of these several pre-conviction factors that his chance of turning out a success on parole is exceedingly good. If the scientific method were to be applied to his case he might receive the minimum sentence and early parole. But if it so happened that A was an alien, speaking no English; or was a Negro with no money and few friends; or if, suffering from neither of these handicaps, he were nervous and defiant at his trial, standing like an animal at bay, then he might present the setting for a stiff sentence—since the court, being human, must in passing sentence, depend much upon the appearance of things; the presentability of the defendant; the urgency and the stick-to-it-iveness of his plea; in short, all that group of factors making for the humor-for-leniency.

If science can discover some reliable method of weighing A's previous behavior so that his probable subsequent behavior can be predicted with reasonable accuracy, then the hit-or-miss methods now employed in the disposition of convicted men and the parole of prisoners is facing a revolutionary reform.

Dr. and Mrs. Glueck assembled over fifty factors indicating behavior. They consulted public records and social-agency case histories in great numbers. Having worked out the factors to be used, they then made an intensive study of the careers of 510 ex-convicts through a five-year period following discharge. The meticulous care with which they gathered, checked and verified the facts of these after-careers excites admiration. Early in the analysis there appeared a seemingly definite correlation between these behavior factors, or combinations of them, on the one hand, and post-parole behavior on the other. An effort to discover some method of recording this relationship led to the use of a carefully worked out statistical method for ascertaining the coefficient of contingency. Again the thoroughgoing safeguards applied to this statistical method inspire even the wary individualist with complete confidence.

It is a significant fact, as readers of the November 15 Survey will notice (Who Will Make Good on Parole?, page 327), that a somewhat similar study with a like conclusion has been going on simultaneously, though quite independently, in Illinois. In that instance the crude percentages of parole violation were taken, without the relative weighing of fac-

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tors, and the test period was shorter, in some cases by half. On the other hand the Illinois group totaled 3,000 ex-convicts, whereas the Glueck study is limited to 510. While the statistical methods pursued varied greatly, with the probability of accuracy in favor of the more intensive Massachusetts study, the conclusion arrived at is the same in both instances, namely, that it is practicable to predict behavior on parole, using records of past behavior as a basis for the calculation. These studies insist that the action of parole boards and of sentencing judges can be placed on a scientific basis. Such a consummation is comparable with diagnosis in modern surgery. It bars nothing in the means heretofore employed. It adds an accurate formula to be used as a further check upon the accuracy of the decision.

The results of this analytical process are astonishing. It is a modest claim that this method, applied to the analysis of thousands of cases, may yield a valid law of predictability. Such a startling reform will come hard. Professionals themselves will resent it: for to strip even a specialist of his dogmatic raiment is as cruel as a shipwreck and as unkind as a fire in the night! But the proof will remain that these explorers have found a genuine measuring stick, the possibilities of which are far-reaching. The study is to appear in book form early in the coming year.

## Housing Pensioned Mothers

STRETCHING mothers' pensions by a scheme to provide decent housing at a moderate cost is the purpose of an ingenious plan evolved by Marie A. Page, superintendent of the mothers' pension department of Spokane County, Washington, in cooperation with the local Kiwanis Club. In 1923 it was found that the cost of renting a home often absorbed almost all of the allowance paid to mothers receiving pensions from the department, and a philanthropic corporation, the Mothers' Home Association, was organized, with a board of trustees which included representatives of the county board of commissioners, the chief probation officer, the superintendent of the mothers' pension department, and the judge of the juvenile court.

A revolving fund of five thousand dollars was appropriated by the County Board for the provision of homes; eleven lots, which had been condemned for non-payment of taxes, were purchased; and members of the Kiwanis Club volunteered their services as architects, construction engineers, and excavators to start in the building of the cottages. One member furnished a scraper with a two-horse team, which he himself operated with the assistance of the probation officer. Materials were bought at the lowest possible rates through Kiwani, and members of local unions gave their services free on Saturday afternoons and Sundays. As a result four modern, well-planned cottages, valued at $2,500 each, were constructed at a cost of $1,300 apiece. These houses were turned over to the families most in need of them, with the understanding that they will pay $15 monthly as "rent" until they meet the original cost of construction, after which they will be privileged to occupy them without further payment until the death or re-marriage of the mother, upon which the house reverts to the association.

The following year the county attorney ruled that no further appropriations could be made from public funds for this purpose and no further homes were built. But in 1925 the articles of incorporation of the Mothers' Home Association were amended to include nine directors, of whom five had to be members of the Kiwanis Club, and this association has since become one of the chief Kiwanis activities. Accumulated rentals plus funds raised at a charity ball made it possible to purchase three more homes in 1925, and Kiwanis pledged itself to add one each year. Now home No. 10 is being built with the aid of manual-training students in the Spokane city schools from plans provided by a Kiwanis architect, and a recent bequest of five thousand dollars to the association has made possible the purchase of three more houses. With the aid of the manual-training students, at least one house and probably two will be built each year as a continuing program until the need is met. About half of the 140 pensioned mothers owned their own homes in full or in part at the time they came on the county rolls, and it has been a policy of the Kiwanis Club to assist these also in continuing obligations contracted before their husbands' deaths.

In addition to supplying the homes, members of Kiwanis do much of the needed repair work. If repairs must be made after the home has been paid for, they advance funds for this purpose, which are repaid by the mother at $15 a month. The houses are tax-free, and are located wherever a site can be found in a desirable neighborhood, convenient to schools and car-lines. The same "rent" policy has been continued—that is, the payment of $15 a month until the original cost has been met, and then occupancy without further charges unless the mother re-marries. There is no lease or contract, but merely a set of regulations, requiring proper care of the property, and proper conduct of the family. Thirty members of Kiwanis act as Big Brothers to thirty-five little brothers in the houses so far occupied, and another member conducts an employment service to find suitable work for the mothers and children.

TO DEVELOP a body of trained visiting teachers, a nine-month course including field work under the supervision of an experienced visiting teacher is being offered by the National Committee on Visiting Teachers in cooperation with the New York School of Social Work and the Graduate School of Social Service Administration of the University of Chicago. A consultant service free to school superintendents and boards of education, and certain scholarships for teachers wishing training as visiting teachers, are offered by the National Committee on Visiting Teachers, 8 West 40 Street, New York City.

MASSACHUSETTS is conducting a university-extension course in penal-institution administration and routine, offered by the state Department of Education under the leadership of Sanford Bates, state commissioner of correction, Edward C. R. Bagley, deputy commissioner of correction, and Herbert C. Parsons, deputy commissioner of probation. The purpose is to give a working knowledge of the problems of the modern penal institution and to qualify persons for positions in this branch of the public service. One-half of each weekly two-hour session is devoted to a lecture by some authority in the field under study, the second part to questions and answers. Visits to institutions are arranged for the class. The course is divided into three parts of ten lessons each: part 1, criminal law and procedure; 2, administration of penal institutions; 3, social problems in penology. The lecturers include, among others, such well-known experts as Professor Joseph H. Beale, Jr., of Harvard; George P. Campbell, superintendent of the Industrial School for Boys; Robert W. Kelso, executive secretary of the Boston Council of Social Agencies; Dr. Sheldon

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S. Glueck of Harvard, and Professor Austin H. MacCormick of Bowdoin, as well as the official leaders named above. For the benefit of persons unable to attend the course personally, it has been arranged to have stenographic records made of all sessions, including the questions and answers following the lectures, which are available at a cost of twenty-five cents for a single lecture, $2.00 for the ten lectures under each part, or $7.00 for the whole series. For details, address Charles A. Gates, Massachusetts Department of Correction, State House, Boston, Massachusetts.

SOCIAL CASE WORK aids social progress in four main ways, said Malcolm S. Nichols, general secretary of the Family Welfare Association of Milwaukee at the recent Wisconsin Conference of Social Work: It is preventive, in that it attacks social problems at their source. It aids other movements for the betterment of humanity by serving as a channel of interpretation. It contributes to other movements the knowledge it acquires through close individual relationships with people. It contributes its philosophy to other movements—education, criminology, business and the like, and so adds to the power of others to solve social and individual problems. "Social case work," said Mr. Nichols, "bears much the same relation to the field of social work that the individual physician, either general practitioner or specialist, bears to the field of public health. To state that only the public-health worker is engaged in preventing disease and in promoting physical well-being and more abundant physical energy and life, would be a serious misstatement of fact and an injustice to the modern physician who is doing all he can to urge regular physical examinations and early opportunities for diagnosis. . . . In her day-to-day tasks, the case worker is developing within her clients what may be termed a hygiene of living. Granted that her case work is thorough enough, it is not a palliative but fills a large place in a program of prevention."

AT the request of the Veterans of Foreign Wars, Lucile Fulk, executive secretary of the Ingham County (Michigan) Chapter of the American Red Cross has made a careful study of 425 ex-service men to see how they had been able to readjust to civilian life in the nine years and more following the Armistice. A careful analysis, including marital status, compensation, disability, occupation, and standard of living, indicated that despite the serious handicaps which many of these men suffered from injuries or illnesses incurred in the War, the great majority—86 per cent—seemed to be getting along as well as a similar group with no war service. Almost half of the 74 compensable men are suffering from nervous and mental disorders, which tends "to bear out the theory that war breaks down the mental and emotional forces in the individual." A third of this group of 74 were suffering from tuberculosis. In the group not eligible for compensation, mental and nervous troubles also were responsible for the greatest amount of disability, affecting one out of 12, while venereal disease came next in importance and tuberculosis third. Comparatively few of the disabled men who had received vocational training after the War are following the occupation for which they are trained (in the case of this Michigan group chiefly horticulture, poultry, and bees), partly because the initial financial outlay for such work proved prohibitive and partly because the men had been unable to develop their own markets.

SOCIAL WORKERS who assume responsibility for determining administrative policy, community planning, and research programs will be interested to know that a central clearing house for important new information is to be provided through Social Science Abstracts, established by the Social Science Research Council. The periodical literature of social work which is of high enough quality to meet certain tests of scholarship and scientific character common to all fields covered by Social Science Abstracts will be abstracted under the heading "social adjustments and social agencies," with subdivisions on case work with individuals and families, community work or social work with groups, community planning and administration, and social legislation. The first issue will appear in March, 1929. It is estimated that fifteen thousand important articles in periodicals will be abstracted the first year; the second year, books, monographs, and serials will be covered. The average abstract will be about 150 words in length. The subscription rate is $6 a year, including the annual index which will be elaborately cross-referenced. F. Stuart Chapin is editor-in-chief, with offices at 611 Fayerweather Hall, Columbia University, New York City. The entire service provided by Social Science Abstracts will attempt to cover the seven fields of cultural anthropology, economics, history, human geography, political science and government, statistics and sociology, under the last of which social adjustments and social agencies appears as a division. Important contributions from various languages will be abstracted in English, with the aid of European collaborators.

## Pertinent Publications

THE YOUNG CRIPPLE AND HIS JOB, *by Marion Hathway. Social Service Monographs No. 4. The University of Chicago Press, Ill. Price $1.25.*

"One of the most serious handicaps from which the crippled person suffers when he attempts to obtain work," writes Sophonisba P. Breckinridge in an editor's preface, "is a spiritual handicap, namely the hesitation on the part of others to work with him and on the part of employers to try him out in the factory or in the shop. The following study was made in an attempt to set out the facilities available in Chicago for assisting young cripples in finding employment and to learn something more of the ways in which these spiritual barriers might be broken down."

ADMINISTRATION OF MOTHERS' AID IN TEN LOCALITIES, *by Mary F. Bogue. Children's Bureau Publication No. 184. U. S. Government Printing Office, Washington, D. C. Price 30 cents.*

Special emphasis is laid on health, housing, education and recreation in this study of the working of mothers' pensions in ten communities chosen to be representative of urban and rural communities and of different types of administration in public aid to mothers with dependent children in their own homes.

PUBLIC AND PRIVATE WELFARE, ROANOKE, VIRGINIA. *By Frank William Hoffer. The Roanoke City Planning and Zoning Commission, The Roanoke Community Fund, and The Roanoke Chamber of Commerce. Price $2.00 postpaid of Roanoke Community Fund.*

A study undertaken by the Institute for Research in the Social Sciences of the University of Virginia at the invitation of the City Council and the Community Fund, as a part of a comprehensive city survey, with maps, illustrations and graphs which make it vivid to students of social and civic questions in other communities.

CHARITIES AND CORRECTIONS, JACKSON COUNTY, MISSOURI. A Survey of the Welfare Activities of the Jackson County Government. *Kansas City Public Service Institute, 501 Orear-Leslie Bldg., Kansas City, Mo.*

Another painstaking and detailed self-analysis, in this instance to determine the nature and extent of the county welfare work, the methods used, and the improvements possible. The recommendations include that of a county department of welfare, under a trained and experienced executive, with a division of statistics and accounts, a division of social case work, and a division for each of the county institutions.

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# Play for Palestine

By LOTTA LEVENSOHN

MANY good things have come from America to the Near East; but until rather recently, the playground was not one of them. One may still make a half-circle tour of the Mediterranean from Syria down to Morocco and find no organized playground—except in Palestine. And thereby hangs the tale of this new thing that has come to pass under the Eastern sun.

The playground came from America, of course. Three and a half years ago, Mrs. Bertha Guggenheimer, impelled in her old age to visit the growing Jewish homeland, attended the formal opening of the Hebrew University on Mount Scopus. For many years she had been interested in playgrounds in America, and it was natural that she should look for play facilities in Palestine. What did she see?

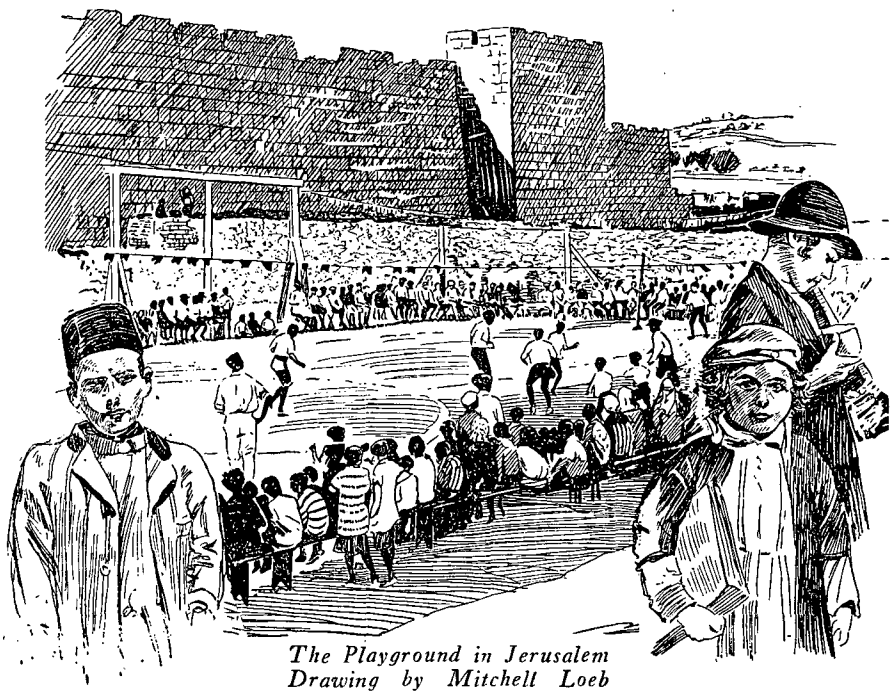
She saw that the free, wide spaces, clear air and abundant sunshine tempted youngsters to hikes, games (football, introduced by the British, is *the* national game), and other outdoor sports. In her travels during the long Passover spring vacation, she must have seen whole classes led uphill and downdale by their teachers everywhere between Upper Galilee and Southern Judaea. She probably was told about the boy scouts and girl guides whose youthful high spirits have ample outlet, about the processions of school children that go out singing on the New Year of the Trees (an ancient Jewish festival) to plant thousands of saplings in a denuded land, about the fun of companies of city youngsters who go down to the vineyards of Judaea and Samaria to help at vintage time. But all these things could at best mean only occasional good times for the children of the very poor.

Then she looked at another side of the picture—at the ancient and picturesque but uninhabitable (would that they were uninhabited!) quarters of Jerusalem, Haifa and Tiberias. In narrow, cobbled alleys, dark courts within courts, responsible nine- and ten-year-olds—there being no compulsory education or anything like adequate child-labor laws—help to support their families by working as bootblacks, delivery boys, or even as domestic servants. Sometimes the job is to care for still younger children while the mother goes out to work as laundress or scrubwoman. For these children, there is little time for play and less opportunity. One might think that in such surroundings the desire to play would become as atrophied as the eyes of a fish in a dark cave.

But, the American woman reasoned, children are children under all circumstances. Let them have facilities for play, and the instinct of childhood will do the rest. Then and there she decided to establish a series of playgrounds throughout the country and to open them to all children—Jews, Moslems, and Christians alike—between the ages of three and fifteen. A beginning was made in Jerusalem where the need, numerically speaking, at least, was greatest. A local committee, headed by the director of education of the Palestine government, was organized, and a plot of ground secured in the Old City. After a few months' work, however, the plot was found unsatisfactory in various ways. The playground was closed and the committee disbanded.

But its founder was not discouraged. In the autumn of the following year (1926), a trained American worker was sent out to make a new start. A roomy site was found just within the Zion Gate along the southern wall of the Old City. See-saws, swings, slides, giant strides, sand-boxes and other American paraphernalia were set up. Shower rooms and a trellised shelter were built, sanitary drinking-water facilities provided and two play leaders with an athletics teacher engaged. The playground was ready for its clientele. Would the children come of their own accord, or would it be necessary to go after them—and their parents?

As it turned out, the question has been answered in both ways, but largely the youngsters have come



*The Playground in Jerusalem*
*Drawing by Mitchell Loeb*

*Overshadowed by the old walls of Jerusalem, this modern playground opens up new vistas of play and increased facilities for health to the children of the Holy City—Jew, Moslem and Christian*



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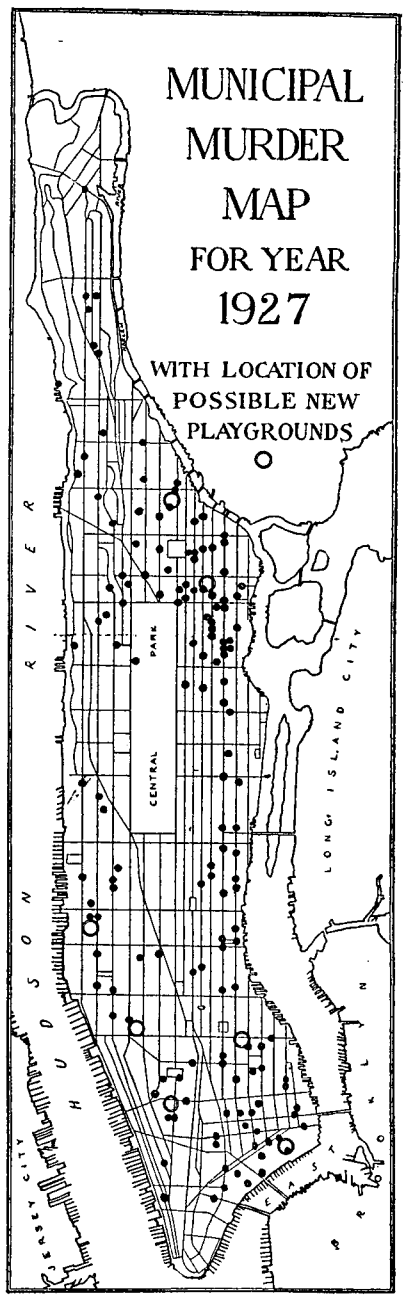
of their own accord. The first to come were the "Sephardi" children, descendants of the Jews expelled *en masse* from Spain in 1492. They came in numbers, and their innate sense of fun seemed to need only a touch to stimulate it. On the other hand, the problem has not been so simple with the "Ashkenazi" children, those of the Polish and other East European communities. In their round hats, three-quarter-length coats and trousers and ritual earlocks, the Ashkenazi boys are small copies of their fathers, mimicking the latter exactly in their physical and mental attitudes. At first they disdained the playground. Later, they stood outside in small groups, watching. When urged to enter, the older boys replied, with very superior airs, that they were not "playing" but "studying" children! The same reply would at times be made by miniature grandfathers of five or six. It was true enough that they were "studying" children, since they are entered in the "Heder" (old-type religious school) at the kindergarten age, and spend all their time there. In the end, nature triumphed to the extent that they did permit themselves to enter, but still they took no part in the play. And even when they did begin, they did not know how to shed their dignity or their timidity. Certainly, in their case, the play instinct was to a great extent smothered. Last to come were the Arab and Armenian children. They, too, began by reconnoitering from the outside. They seemed to want to come in, but dared not. But finally after they were coaxed inside, they showed themselves good sports.

ANOTHER difficulty presented itself. There was no certainty as to how Old City parents would view the temptations of the playground, and an amusing misunderstanding arose. It had been rumored among the Arab neighbors that there would be bathing facilities for both boys and girls, and to them this meant nothing but mixed bathing in the open air! They were invited to inspect the shower rooms, and when they saw the separate cubicles they became very enthusiastic, not only because morality was safe, but also because their children could have all the water they needed without having to buy it or carry it. Parents of all the races now show a lively interest in the playground, and often bring their children to be registered. Nevertheless, there are others who do not know of its existence, and these have to be visited. Those in charge report a cordial and helpful attitude on the part of parents of all types.

In so heterogeneous a community, the question of language is of prime importance. On the playground it has been solved by the use of both Hebrew and Arabic by the instructors, all of whom are Jewish, since all the children understand one or the other of these languages and sometimes both. (Palestine has three official languages: Hebrew, Arabic, and English.)




*This map, prepared by the City Club of New York to show the need for more playgrounds, makes an equally strong plea for traffic regulation. Children must walk to playgrounds no matter how many there may be; the value of careful regulation shows up well for Fifth Avenue and Broadway, including long stretches of both business and residential districts, with only 8 deaths of children under 16 out of 154 during the year 1927.*

THE playground is open from three to six in the afternoon every day but Friday during the school terms, and for the greater part of the day during the summer vacation. Its facilities, however, are practically in continuous use since during the school year, both government and Hebrew schools taking advantage of them by sending athletics classes with their teachers to the playground in the morning.

The program includes the use of the apparatus, games, handicrafts, dramatics, and small scientific activities. The apparatus was very much in demand from the beginning; in fact, at times it was hard to make children realize that others had a right to a turn in using it. For the older children, there are team games, such as volley-ball, hand-ball and basketball, while the little ones enjoy Drop the Handkerchief, Three Deep, and so on. During the long summer days, much work is done in carpentry, modeling, basketry, weaving, and embroidery. The last three are traditional home industries in the East, and the children often show much talent in them.

Though the use of two languages presents few difficulties in conducting the games and certain other activities, it does complicate the story-telling and dramatics. For this reason, more stress is being placed on scientific pursuits. A meteorological station has been set up near the playground, where boys take turns at making records; there is also a "museum" to which the children have contributed, among other things an old Roman coin, an antique clay lamp—and a snake.

Since despite all efforts skin and eye diseases are still common in Palestine, all children registered at the playground are examined by the specialists of the Hadassah Medical Organization — a country-wide system of hospitals, clinics, infant-welfare centers, a school hygiene department, etc., maintained by Hadassah, the Women's Zionist Organization of America. These examinations are repeated quarterly. Children found to be affected with contagious diseases are excluded from the playground, and sent elsewhere for medical treatment. Each child is submitted to a daily health inspection by a Hadassah social-welfare nurse, who treats all minor wounds and sores. The nurse also gives instruction in hygiene to the girls while they take their showers, and they make

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a great effort to secure a high mark for cleanliness.

It is planned to have occasional parties to which parents and other adults will be invited. The first of these, held early in September, 1928, was a huge success. Five hundred children took part in team games, athletic drills, playlets, and *tableaux vivants,* and were in turn entertained with a children's film, a school band and sweets. Over one hundred parents attended, as well as a number of prominent visitors.

After two years' activity, the playground now has a registration of about 600 children from its immediate neighborhood, the average daily attendance being about 125. On Sabbaths and festivals the attendance is over 250—children coming from the new city also, sometimes walking three or four miles to the playground. The records show that 55 per cent of the attendance is Jewish, 45 non-Jewish. Of the latter, the majority are Moslems. Among the Christians, Armenian children predominate.

Two years' experience has yielded certain conclusions as to the effects of the playground at Jerusalem upon the behavior of the children. First place must be given, no doubt, to the fact that children who had never played before (and some who never wanted to) are now playing. Next comes the inculcation of habits of personal cleanliness which could not have been taught in any other way. And finally, barriers of economic caste, sex and race are being broken down. When the playground began its work, it was found that the poor children and those somewhat better-to-do kept apart in little groups; that the conviction of the inferiority of women which dominates life in the East, led boys and girls to prefer and even insist on playing their games separately; and that though signs of antagonism were at no time manifest, the racial groups kept to themselves. To break through these triple barriers, the instructors had to make it obvious that the playground recognized no distinctions between rich and poor, between boys and girls, between Jews, Arabs, Armenians or any one else; that each child was an equally important unit in the all-important aim—the good of the game. Now, boys and girls of all races play freely and without a trace of sex-consciousness in the mixed games, and—on the playground at least—forget whether their teammates are the children of silk merchants or porters, of Jews, Mohammedans or Christians.

The reorganized playground had been in operation for only a few months when Mrs. Guggenheimer died, leaving a bequest of $100,000 for the maintenance of the Jerusalem playground and of others still to be established. It is interesting to note that, as a by-product of her plan, the founder hoped that a new profession would be opened up to educated young Palestinians, and young women are being trained at the playground as recreation leaders and athletic teachers.

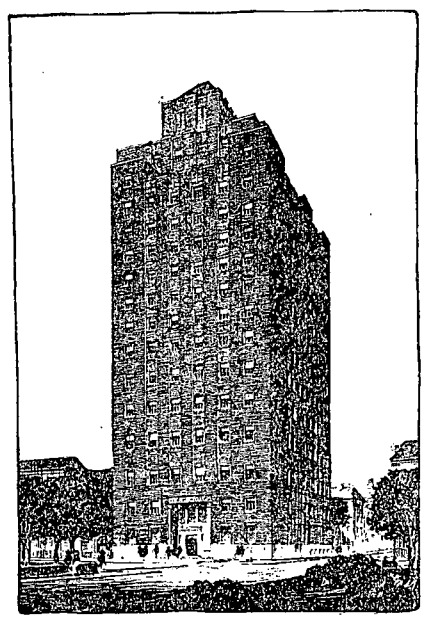
Two new playgrounds are already in prospect. The use of school grounds in the new city outside the walls has been promised for a second playground in Jerusalem, while the municipal council of Tel Aviv, the first wholly Jewish city in the world, founded in 1910, has provided a centrally located site for its children. When these two playgrounds have been set going, the urgent demands of Haifa and Tiberias will be given attention.

# When Neighbors Migrate

By LOULA D. LASKER

TWO settlements in New York City—Christodora House, and Council House of the Council of Jewish Women, thirty and twenty years old respectively and located in the same neighborhood—have recently been brought face to face with a grave problem due to the change in the character of the neighborhood. And both settlements have risen to the occasion by following—and quite appropriately—diametrically opposite courses, for the same condition had an opposite effect on each. Each studied the situation carefully, and found the right answer. One found its services were more needed elsewhere in the city, the other that it could be of increasing value where it had already stood for so many years. Christodora House accordingly enlarged its facilities at its old location, while Council House sought wider fields in another part of Manhattan.

What was the new situation that was presented? For years a neighborhood made up preponderantly of Jews—whose presence was as much taken for granted as the houses themselves—was gradually being given over to the songs of little Italy and the sterner ways of the Poles—a condition that vitally affected the programs of these settlements.



*Christodora House—a skyscraper of a settlement*

For twenty years Council House, located on the fringe of the lower East Side, although glad to serve all its neighbors had catered especially to the Jewish population. A vital force in the life of the community, Council House had realized during the last year or two that the attendance on its clubs, English classes and other groups, was diminishing. Had the house lost the appeal which had been so strong for nearly two decades? Was there no longer a need for it? A survey of the neighborhood disclosed that this locality was gradually losing its large proportion of Jewish inhabitants. School registration was decreasing. This was the negative side of the picture. Further investigation told another story; in spite of the change in the population, there was a great need for Council House—elsewhere in the city. With improved economic conditions and friends and relatives already having deserted the East Side for the Bronx, the clients of Council House had joined the general exodus and many were taking the long trip downtown to continue attendance

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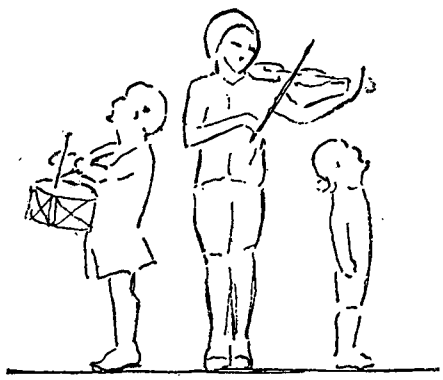
at the classes and clubs for which they had a deep attachment; many others reported they planned to move uptown.

Interviews with agencies in the Bronx indicated that as the Jewish population of the East Side shrunk, that of the Bronx was growing. Now more than ever the Bronx needed additional community houses. And so, after a survey of that part of the city, supplemented by interviews with school principals, librarians and others, a location for a new building was selected, and plans for a modern four-story community house approved. Council House decided to follow its faithful clients uptown. It will shortly occupy its new home at 1122 Forest Avenue where, in addition to the usual activities of a community house, the work in immigrant education and immigrant aid, so important a part of its program, will be continued.

But with Christodora House the shift of population had a different effect. While the Jews were moving northward, the Italians and Poles were coming in in increasing numbers, and a settlement whose clientele includes Russians and Hungarians in addition to its Polish and Italian neighbors found its facilities increasingly inadequate. Begun thirty years ago in three tenement rooms over a delicatessen shop, Christodora was at an early stage forced to seek larger quarters. In 1909, it occupied a four-story house a few doors from its original location. Although in 1912 the buildings were enlarged, before many years it became evident once more that more commodious quarters were needed. Thanks to the generosity of Mr. and Mrs. Arthur Curtiss James, adjoining land was purchased and recently a new Christodora House has arisen—a sixteen-story skyscraper of a settlement, a new adventure in the field of community houses, an enduring embodiment in stone and steel of the vision and services of Miss C. I. MacColl, for thirty years the head worker.



The first five floors serve the community with a swimming pool, gymnasium, auditorium, domestic-science kitchen, arts and crafts, club and game rooms, health center and music school. Above these five stories, rise nine more where are to be had living quarters, at a minimum rate, for one hundred and fifty young men and women in business or professions and young college graduates who desire to be part of a community. Here are charming single rooms, arranged in groups of two and three to a bath, each suite with its little foyer and telephone. A lounge providing adequate room for the entertainment of guests, a dining-room on the top floor, a roof garden and sun parlor complete this club residence. Christodora House is in the broadest sense a real community house, serving residents and neighbors according to their needs, and at the same time helping in its way to solve the deplorable housing situation in New York City.

New York is a dynamic city. Centers of population are constantly shifting. Old world nationalities resemble flocks of birds—they migrate *en masse* to new localities. Alert to the results that accompany such a situation, Christodora and Council House have squarely faced the problem as it confronted them. All of which indicates that settlements, no more than business organizations, can be static and progress. The ideas are mutually exclusive. These two settlements have met the test.

# Washington's Chest

By EDWARD T. DEVINE

THE national capital at last has a community chest. Elwood Street, who has had experience in this field in Louisville and in St. Louis, is its director; and its first campaign for funds, early in the new year, will be in behalf of nearly all the voluntary social agencies in the District of Columbia: Protestant, Catholic, Jewish and non-sectarian. The local Red Cross, the Home for Incurables, the two missions, and one or two hospitals are perhaps the only notable exceptions.

If Washington is a late comer among the federation cities, this is not from lack of earlier initiative attempts. Before the War, Mabel T. Boardman, when a district commissioner, called a meeting at the New Willard Hotel which was addressed by James A. Garfield of Cleveland. Commercial bodies renewed the proposal from time to time. About five years ago Walter S. Ufford urged upon Cuno H. Rudolph, then president of the Board of District Commissioners and also president of the Associated Charities, the desirability of federation; and a meeting was called at the District Building, as a result of which a committee of fifteen was appointed with Clarence A. Aspinwall as chairman and with John Ihlder and Dr. O'Grady among its members. This committee did not have the services of an outside expert and had no funds at its disposal; but its members studied the problem for some months and reported through the newspapers that Washington was not yet ready for a chest; but that the subject should be agitated, the public mind clarified, and the way prepared for some better method of financing the agencies. They thought that a paid executive should be secured for this educational preparatory work. Nothing was done in this direction, although General Anton Stephan later made a strong recommendation in favor of a chest in his address as president of the Merchants' and Manufacturers' Association.

About a year ago, on the initiative of the Council of Social Agencies, a committee of eighteen was created with six members representing the three trade bodies, six selected as representing contributors, and six from the social agencies. This was the beginning of the final stage of the movement which has now come to fruition. The committee of eighteen raised an organizing fund and secured the temporary services of Pierce Williams from the Association of Community Chests and Councils, who brought about the enlargement of the committee by the addition of a substantial number of representative or key men, like Charles J. Bell of the American Security and Trust Company, who has now

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become chairman of the important Budget Committee. Frederic A. Delano is president and Clarence A. Aspinwall secretary of the chest, which was duly incorporated on September 15. Its by-laws call for a board of trustees of not less than thirty nor more than one hundred members.

The by-laws of the Washington chest are regarded by the local social workers as embodying sound principles and an ideally balanced recognition of cooperating factors. Finance and business are well represented. All religious confessions are of course included. Negroes could have no better spokesman than Mordecai W. Johnson, president of Howard University, who is among the original thirty trustees. Universities and the social agencies have contributed to this original nucleus of the board. Among the women are Mrs. Whitman Cross, president of the Instructive Visiting Nurses' Association, who is one of the two vice-presidents, and Mrs. John Jay O'Connor, president of the Council of Social Agencies. To these thirty are added two representatives of each institutional member—as the beneficiary agencies are called. Of the two trustees elected by the directing boards of the several institutional members, one is an active social worker and the other is a board member.

There are ten specific requirements for the responsibility to institutional membership, among which are the use of the social-service exchange (for relief-giving or social case-working agencies); adequate statistical records; and the use of up-to-date methods of social service. A requirement of membership in the Council of Social Agencies was eliminated before the by-laws were adopted; but there is every prospect of the closest cooperation between the chest and the council.

The purposes of the chest, as defined in its articles of incorporation and in the by-laws, are to raise through solicitation or otherwise, to receive, collect, and hold, funds, for the use and benefit of such corporations, organizations and agencies engaged in social, welfare or charitable work in the District of Columbia, as this association shall determine; to distribute these funds among these corporations, or organizations and agencies; and to promote, develop, maintain and coordinate social, welfare and charitable work in the District of Columbia, so far as may be necessary to carry out the above purposes economically and effectively.

In an earlier draft the declaration of purposes began with an assumption of responsibility for carrying on the social and charitable work of the city which seemed to leave little need for the agencies except as convenient administrative organs of the chest. This was not of course the intention of the promoters of the new plan, and when attention was called to the fact that after all the chest is created mainly to collect the funds, Mr. Street, who was in Washington for an advance consultation with the Organizing Committee, had the happy idea of transferring the more ambitious aim from the opening to the close of the paragraph, and adding the qualifying phrase. This made everybody happy: those who want the chest to serve an educational purpose and also those who want to preserve the autonomy and distinctive character of the agencies.

# Seattle's Social Senate

By Capitola Pinches Allen

SEATTLE, Washington, is the most recent city in the West to be converted to the need of a general agency to coordinate the various civic, social and philanthropic activities which heretofore have had a more or less haphazard development. Seattle is a young city, but it has had a phenomenal growth. In fifty years it has increased its area seven-fold, its population three-hundred-fold and its wealth by hundreds of millions. This rapid growth has tended to disrupt the natural development and has resulted in more or less confusion. Business has advanced by great strides, while culture and recreation have lagged. Welfare work has progressed, but there has been a lack of coordination among the various elements of the community.

This lack of unified action was apparent to Professor Howard B. Woolston of the department of sociology of the University of Washington soon after his arrival in the city.

> When I came here after the War, he said, I was struck by the great possibilities of this new city. It seemed to possess unbounded energy and assurance, but to be remarkably blunt and careless in its public life. Size and speed were stressed, but consistency and accuracy appeared to be less important. I found here many groups of people working earnestly to improve conditions, but I could not find any well-defined plan for coordinating their efforts.

AGREEING with his opinion, the Women's City Club invited representatives of all civic and social groups to a meeting presided over by the mayor, Bertha K. Landes, and as a result the Seattle Social Senate has come into being "to coordinate social work and plan for the systematic growth of municipal activities." It is a council of delegates, one from each civic and social group, functioning as a central organization to facilitate their work and prevent duplication. It represents not only welfare agencies and social and cultural clubs, but also church organizations, commercial clubs, professional groups and labor unions. The Senate will not undertake administrative work, but will refer action to the agency best equipped to carry out the particular task. Its purpose is to investigate, discuss, interpret and promote.

Working through a number of functional committees, each studying an important interest, such as public health, education, housing, industry, recreation, and the like, accurate data will be assembled, evaluated, and a report submitted to the Senate, to be accepted, rejected, or perhaps after a full discuission further investigated. Discussion is in fact one of the important functions of the Senate. Examination and debate of community matters from various points of view will clarify the subject and be a factor in directing public opinion on mooted questions.

Though the future can not be predicted, the Senate may ultimately be the means of studying larger problems that affect not only Seattle but the entire Northwest, such as reforestation and regulation of fisheries, as well as seasonal labor. Subjects that lend themselves to immediate consideration are discussions of charter revision, the city-county plan, city-planning commission, and legislative reapportionment. Surveys of the housing problem, criminal justice, and local taxation are badly needed.

The Senate must depend upon public sentiment. It will therefore try to make people aware of the civic needs of the community, by giving them definite and reliable information as a basis for intelligent public opinion. Through utilizing the machinery thus set going, Seattle may avoid the blunders of careless, haphazard growth, and set up an intelligent working program for its future.

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"'IF ALL the automobiles in the United States were placed end to end . . . .' They usually are on holidays."—North West Town Bulletin.

"THREE YEARS AGO he started manufacturing in his spare time in his cellar. Two years ago he built a factory and employed over two hundred persons. Last year he owned five factories and had 25,000 wage earners on his payroll. Today, with twice as many factories, and three times as many employes, he can not meet the demand for his product. He manufactures 'No Parking' signs."—Life.

A GENERATION behind other countries less handicapped by the effects of war, Hungary's recreation program is still in its infancy—yet recent news that the National Red Cross has established eighteen playgrounds in the public squares of Budapest sounds a hopeful note. Although the equipment is of the simplest—a Red Cross flag, a marking tape, and a first-aid box, these playgrounds are proving oases in a country badly in need of play spaces. Last summer, over 200,000 children enjoyed them. The Red Cross has now undertaken the training of leaders in playground work and it hopes that as a result of its pioneering a more adequate playground program will soon be in the making.

THE RADIO has entered another field—fairy god-mother to aspiring young musicians. Cooperating with the National Music League, the National Broadcasting Company announces a plan whereby young musicians—through free professional concert debuts over the radio—will be relieved of the heavy expense now involved in launching their careers. Selected after auditions before the Music League, several artists will be grouped and presented to the public in a single radio concert at no expense to themselves. According to Mrs. Otto Kahn, of the Music League, the new joint plan should prove an excellent means of introducing new artists to the general public. If maintained according to the highest standards of the concert halls, as promised by the Music League, radio debuts should be welcomed by the music-loving public, while at the same time solving many of the most serious problems of the newcomers in the field, one of the most important of which is to secure publicity before undertaking concerts outside of New York and other musical centers—to say nothing of saving the impecunious but talented youngster from $600 to $1,000, the usual cost of a concert-hall debut.

NO LESS A PERSON than the president-elect of the United States has written the foreword to A City Planning Primer recently published under the auspices of the Department of Commerce by the Advisory Committee on Zoning, consisting of nine eminent men, each an expert in the field of city planning. Mr. Hoover's foreword, written over the title of secretary of commerce, indicates the point of view throughout the pamphlet—that the time has long past when the necessity for city planning need be discussed; today discussion centers rather around what are the elements of a desirable city plan and by what methods can they be achieved. As Mr. Hoover puts it: "city planning is going on about us every day in our cities and towns. Whenever a street is laid out, or a park or school site is acquired, or a home or factory or store is built, some one decides where it is to be located. The planning may be done bit by bit by private land-owners and city officials, few of whom know, or can know, what the others are doing or have in mind. Or it may be done by the citizens and their local government working together through a permanent public planning body with a well-devised master plan, which they all use as a picture of how the whole city is developing." In this primer, members of the advisory committee tell briefly, why the people of some four hundred American cities and towns are choosing the second course, with its greater economy and harmony, and less ugliness and waste. They also show how a city's physical development is bound up with that of a larger region about it, and why regional planning is fast earning a place in American life. According to the committee the "best modern planning, while promoting beauty and aesthetic effects, aims primarily at utilizing the land areas of a city along sound engineering lines, so that the citizens may find it a better, healthier, more economical, and more attractive place in which to live, work, and play." The primer can be obtained from the Superintendent of Documents, U. S. Government, Printing Office, Washington, D. C., at five cents a copy.

SAN FRANCISCO had an earthquake. San Francisco was thereby given an opportunity to profit by the new science of city planning. But instead San Francisco followed the old traditional lines in rebuilding the city. Not so Tokio after its earthquake. Perhaps the new Tokio which is now being built under the supervision of the Municipal City Planning and Reconstruction Commission, according to carefully prepared plans, may not be as picturesque as the old city with its miles of winding narrow streets, but it will be a much more livable city and one which would do credit to the most advanced ideas of western city planners. According to a bulletin of the New York City Public Library (where a set of eight maps issued by the commission in connection with its research are on view) the work, initiated in 1923, is well under way. A member of the Japanese Consulate in New York reports that almost all the main highways have been reconstructed as indicated on the maps. Although a majority of the buildings are not yet built, the larger office buildings surrounding the Imperial Palace in the center of the city have been erected. That Tokio has a real traffic problem is attested to by the fact that there were 2,500 child victims of street accidents last year. The jinricksha has evidently been shelved by the motor car, but the city fathers of Tokio are not behind in meeting this situation—some 200 streets having been set aside as play streets after school hours. Broad Avenues are being cut through by forcing property owners to give up one-tenth of their land without compensation. (Attention American land owners.)

THE NECESSITY for roof marking to guide airplane pilots—daily growing more acute with the continued growth of both freight and passenger transport by air—is receiving active attention. According to Harry Guggenheim, President of the Daniel Guggenheim Fund for the Promotion of Aeronautics, sign-posts of this kind are an absolutely essential item in the safety of air transportation.

Joining with the Department of Commerce in an effort to promote this movement, the Daniel Guggenheim Fund recently announced the beginning of a nation-wide movement for the identification of towns and cities by such marking. The cooperation of the Post Office Department has also been enlisted, which through postmasters in eight thousand communities having a population of one thousand and over, will take the initiative in identifying those towns by means of adequate roof marking. The aid of the great railroad systems is likewise being sought, many cities already being identified by appropriate markings on railroad station roofs.

As a result of his experience during his tour of the United States a year ago, and subsequent cross-country flying, Colonel Charles A. Lindbergh stresses the necessity for adequate and proper identification of American towns from the air. In Colonel Lindbergh's opinion, such identification represents one of the most worthwhile steps that can be taken for the advancement of civil aviation—an opinion shared by pilots from coast to coast. By such a simple expedient, many aerial accidents will be avoided by obviating the necessity for a pilot to "shoot the station" or some other local land-mark—a method both hazardous and difficult which the aviator must often needs use to get his bearings. Through continued popular education it is hoped this movement will become general.

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# Books in Our Alcove

## A Civilized Jailer

LIFE AND DEATH IN SING SING, *by Lewis E. Lawes. Doubleday, Doran. 267 pp. Price $3.50 postpaid of The Survey.*

WARDEN LEWIS E. LAWES of Sing Sing has become well known in circles interested in criminology and penology for his decisive opposition to capital punishment. He has also given ample proof of general urbanity and civilization in his attitude towards the criminal. He has brought together in the present book many of his more cogent observations regarding crime and the criminal as drawn from a quarter of a century of experience with those members of the criminal class who have been stupid or unlucky enough to be apprehended and convicted. After a sane general discussion of the nature of crime and the criminal, in which he departs widely from the conventional juristic attitude and espouses the scientific and sociological point of view, Warden Lawes devotes the remainder of his book to a history of Sing Sing prison, the types of person who are incarcerated therein, and the treatment which they receive.

His description of prison life is a detailed, personal and valuable picture of the conventional prison administration. He does not hesitate to emphasize the inhuman nature of the usual run of prisons, among which Sing Sing is one of the worst from a physical point of view. He fully reveals the fact that ordinary hard-boiled prison discipline is not only futile with respect to producing reformation, but is cruel and degrading to the human personality. He accepts the view of Thomas Mott Osborne and others that the prisoner can be reformed only by bringing to bear upon him socializing influences which may effect his social reeducation. He dissipates very effectively the popularly accepted notion that convicts are a class apart from the rest of mankind, distinguished by unique stigmata of mental and physical degeneracy and by complete absence of the most elementary attributes of humanity and sympathy.

*Christian climbs the hill of difficulty. Frontispiece by Ralph Chessé from Tinker and Thinker—John Bunyan, by William Hamilton Nelson. Published by Willett, Clark & Colby. $1.50*

The chapter describing the administration of the death penalty in Sing Sing is perhaps the most telling and vivid account of this vestige of savagery which is accessible in book form. It is a valuable supplement to Warden Lawes' more formal and statistical treatment of the subject in his Man's Judgment of Death. Like all informed and scientific writers on crime, Mr. Lawes rejects the juristic ideal of making the punishment fit the crime and urges the adoption of a system in which treatment could be made to fit the requirements of the individual criminal. He is wise enough also to recognize that a sane treatment within prison walls would need to be followed by proper after-care of the released convict.

In short, Warden Lawes has given us a book which accepts the basic essentials of scientific criminology. If there is little in it which will be novel to the criminologist, it must be admitted that the book possesses great potential value. It is written by a distinguished warden of a famous penitentiary. Therefore, it will be free from the vulgar suspicion which attaches to the work of a professional or academic criminologist and will make a strong initial appeal to the mass of possible readers as a practical and informed product worthy of their confidence. Further, the descriptive, intimate and anecdotal character of the book should make it a commercial success and insure wide circulaton, in this way introducing a large audience to the rudiments of civilization as applied to the treatment of the convict class.

HARRY ELMER BARNES

*Smith College*

## From a Mountain Top

THE NEW EXPLORATION, *by Benton MacKaye. Harcourt Brace. 235 pp. Price $3.50 postpaid of The Survey.*

ALTHOUGH America as yet has not given general acceptance to the idea of town and city planning, there are nevertheless a number of technicians who are working on a theory several steps ahead. They believe that not only should villages and towns be carefully and continuously planned, but that this procedure should be extended so as to cover large areas. Thus we have the plan for the New York Region, a splendid piece of work undertaken by the Russell Sage Foundation, a committee of which has been studying the entire area, extending in all directions around New York City to a distance of fifty miles from its center.

The author of this book sees the need for thorough-going planning on the broadest scale, unhampered by political or geographic boundaries. He takes you to the mountain tops to view the flow of population and commodities over whole continents and over the entire world. He furnishes the strange combination of idealist and practical engineer. On the one hand, he would like to see the finest side of human nature cultivated in the best environment; at the same time, he advocates the most careful and scientific planning in order to eliminate waste



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and to conserve and develop natural resources. He would see the technical skill of the engineer, the forester and the regional planner freely applied to all the complicated processes that enter into and affect present-day living. But he never loses sight of the other and more important side, that is to say—a fuller and happier life.

Many books have been written on town planning. This is one of the first which seeks to furnish a background for the larger study. The present time is one of rapid changes in our physical environment. What the author calls the metropolitan flood, is rapidly invading hitherto rural areas—in many cases with disastrous results. With almost religious enthusiasm, he has studied the problem and indicated the principles that should guide in working out solutions. Mr. MacKaye has performed a very real service in the presentation of what may be regarded as an introduction to a most important and difficult art.

ALEXANDER M. BING

*City Housing Corporation*

# For Parents

THE STRUGGLES OF MALE ADOLESCENCE, *by C. Stanford Read, M.D. Dodd, Mead. 247 pp. Price $2.75 postpaid of The Survey.*

ANOTHER shot at the hapless parent is taken by C. Stanford Read, M.D., in The Struggles of Male Adolescence. Leaning heavily on Freud, Rank, Thom, McDougal, Oedipus and a battery of slippery technical terms, the author in uncertain and abstract phrases undertakes to present the newer ideas concerning the factors that mold the personalities of boys from birth through adolescence. As his illustrations are borrowed, his terminology loosely used, and his ideas qualified and general, one infers that his material was got from books rather than boys. His theories are sound, but they have already been more ably presented. The novice in the field will find little in this book that is vivid or encouraging; the student will find nothing that is original. A work that doubtless helped its author assimilate ideas and practice composition will hardly be appreciated by a public that has easy access to excellent popular discussions of child problems by such writers as Douglas Thom and Ernest Groves.

RALPH HILL

*Walden School, New York City*

# Home from School

THE PROBLEM CHILD AT HOME, *by Mary Buell Sayles. Commonwealth Fund. 342 pp. Price $1.50 postpaid of The Survey.*

THE title of this book uniting it with two others by the same author—Three Problem Children and The Problem Child in the School—is accurately descriptive, since the material on which it is based is taken from the study of some two hundred case records in clinics conducted during a five-year period under the Commonwealth Fund program for the prevention of delinquency, selected from those "where the child's difficulties seemed clearly to originate in the home." (If a different title, as for example, Heredity and Home Environment in Everyday Life, would tempt more people to read this book, it would have been a benefit to humanity to use it!)

Miss Sayles shows us how every parent and every child seeks satisfaction, each from the other, for certain normal needs. What these satisfactions are and how they become intensified or warped out of the normal is taken up in Part I. We are there shown such things as the part, not always helpful, played by parental ideals and how close is hate to love—and why. It is a most unusual person who will escape meeting himself somewhere in the chapters on mistaken ideas. That on Mistaken Ideas of Heredity may perhaps be considered the most important in its implication. To quote Miss Sayles: "From the many ancestors, most of them unknown to us . . . he [the child] may have inherited almost any sort of foundation for the life he, with our help, is to build up . . .;" "looking backward into a past whose mysteries we cannot hope to penetrate, whose work, so far as we and our child is concerned, is finished, can benefit us little and may harm us much."

Twelve narratives from case records give an indication of how infinitely varied may be the patterns into which the differing, yet always similar, human elements and circumstances may be woven. Read, especially in connection with the preceding chapters, these narratives form a most valuable document for all who seek understanding.

Short but excellent reading lists, one for Any Parent and another For Parents Interested in Special Problems, are appended.

JULIA HILL WHITTLESEY

*West Redding, Connecticut*

# Dr. White's Lectures

LECTURES IN PSYCHIATRY, *by William A. White, M.D. Mental and Nervous Disease Publishing Company. 167 pp. Price $3.00 postpaid of The Survey.*

HOW many thousands of medical students and others have cut their psychiatric eye-teeth on Dr. White's Outlines of Psychiatry (now in its eleventh edition) Heaven only knows. Now comes, in the same author's Lectures in Psychiatry, a worthy offspring to that illustrious forebear. To be strictly accurate, perhaps this new book is not a child of the older one at all, but rather a product of that biological process known as "amitosis." Amitosis, be it recalled, is a type of cell division occurring in highly specialized cells which have grown so very complex that they approach the end of their capacity for further continued multiplication. In these cases the essential process is a cleavage and splitting off from the nucleus of the parent cell without any change in its basic structure. Apparently, this is what has happened to the Outlines of Psychiatry. It has undergone amitosis, and out of its primeval labor struggles has emerged—not a child—but a prototype.

Lectures in Psychiatry preserves to the full that rare lucidity of presentation and the stylistic preeminence that so distin-

*Drawn by Peggy Bacon, for New Songs for New Voices, edited by Louis Untermeyer and Clara and David Mannes. (Harcourt, Brace) $5.*

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guished the Outlines. But it does more. It succeeds in capturing between its covers many of the subtler nuances of psychiatric interpretation to a degree that the Outlines never quite attained. Especially to medical students and those others possessing the necessary foundation of technical knowledge, it offers a concept of mental disease that transcends the static physiologico-anatomical concepts so dear to the hearts of Kraepelinian professors, as drastically as modern sociologic ideas about child placement transcend archaic concepts concerning the indispensability of orphan asylums.

Dr. White's new book deals only with the major psychoses, leaving to the Outlines all discussions of psychoneurotic and other states. In so doing it limits its usefulness largely to persons who are professionally concerned with the institutional aspects of psychiatry, but that is the sole limitation to its use. For the purpose for which it is offered these Lectures in Psychiatry meet a sore need. Hundreds of assistant physicians (and not a few superintendents) in hospitals for the mentally sick throughout the country cling tenaciously to sterile and impractical ideas concerning the real natures of the maladjustments from which their charges suffer. Their imagination and insight tend to be limited to the influences of heredity and to a purely custodial type of care. Resulting is a paralyzing and fatalistic attitude towards mental disease that quite robs the problem of the constructive, hopeful elements now known to be available. For such physicians this book should do much. It stresses throughout the importance of the roles played by sociologic and other extramural factors, both in the creation of mental illness and in its relief; it assigns to personality factors (with regard to the difficulties of facing reality), the values believed to be so highly important by modern psychiatry; but most of all it humanizes the whole problem by removing the patient from the category of a "case" to that of a groping, baffled, striving human being.

GEORGE K. PRATT, M.D.
*National Committee for Mental Hygiene*

# "I Will Find Out"

THE BOY WHO FOUND OUT: THE STORY OF HENRI FABRE. *By Mary Hazelton Wade. Illustrations by Mabel Pugh. Appleton. 216 pp. Price $1.75 postpaid of Survey Graphic.*

*Woodcut by Mabel Pugh, from The Boy Who Found Out, by Mary Hazelton Wade (Appleton). $1.75*

IN all the great field of biography of scientists, I do not know of a life more fascinating than that of Henri Fabre, interpreter of the insects. No fairy story exceeds in interest, for children or adults — if they have any sense at all of the wonders of nature—his Life of the Fly, Life of the Caterpillar, The Mason Bees, or any other of his score or so of *Souvenirs Entomologiques*. Yes, they are all available in English and make thrilling reading.

Here is the story of their author's life, from his humble beginnings as a French peasant boy in most obscure environment, to his death past ninety in 1915 amid the turmoil of the Great War, crowned with all the honors which men bestow upon a world-renowned scientist. His indefatigable patience and labor in running down the smallest fact; his loving study of many forms of insect life and activity; his scrupulous devotion to the truth whithersoever it might lead—all are set forth in this simple story of his life. This book is no marvel of English style; it is juvenile (as evidently intended) in manner and point of view. Never mind, it is a delightful story, whether one has read any or all of Fabre's books, or turns from this book as an introduction to read them.

J. P. G.

# Bold But Not Too Bold

PROBLEMS OF THE FAMILY, *by Willystine Goodsell. Century. 474 pp. Price $3.50 postpaid of The Survey.*

THIS most recent of Professor Goodsell's expressions of interest in family life is not a primary source, but as a textbook it is acceptable for college use. Like some others of the same series, it is a bit heavy and uninspiring. More case studies and questions for class discussion would improve it. The mass of compiled factual material on the one hand, and the mass of opinion and prophecy on the other, do not always seem integrally connected. There is a balanced blend of wishful prophecy and hortatory platitude. There is some wordiness and repetition.

On the other hand, the usual ground is, with minor inaccuracies, competently covered and the arrangement is logical. The historical and comparative material is duly subordinated, though it might have been more significantly selected and presented. Industry, housing, immigration, family social work, prostitution, and illegitimacy are the problems affecting chiefly the "upper" classes. Feminism, freedom of divorce, birth control, and the companionate (in the correct use of the term) are in general accepted. "Eugenic" marriage laws are approved. The whole treatment of marriage and the family is structural, institutional, rather than psychological. Even the portions bearing on the personal revolt of professional women against housekeeping seem to reflect a conventionalized concept of this protest; they are treated as a type.

The conclusions are liberal, but in a middle-of-the-road manner. The author's views, so far as they are clear-cut and consistently expressed, the reviewer happens to agree with. The old values are to be conserved by admitting new variations. "Be bold, be bold—but not too bold." The new is admitted only as the sole means of rescuing the old. The rescue is to be no faster than necessary. It can't be speeded, but on the other hand it can't be stopped. Although Miss Goodsell has discovered no new problems, her book is likely to succeed and be useful because it is safe enough for a conservative college, yet gives sufficient recognition to "advanced" ideas to be tolerated by students.

THOMAS D. ELIOT
*Pomona College*

# The Chicago Lesson

SCHOOL AND SOCIETY IN CHICAGO, *by George S. Counts. Harcourt, Brace. 367 pp. Price $2.50 postpaid of The Survey.*

IN this timely, impartial and informing volume Professor Counts, of Teachers' College, Columbia University, gives the results of a penetrating study of the Chicago school situation, with the trial and "conviction" of William A. McAndrew by the Bill Thompson school board as the climax of a great metropolitan educational drama.

This drama is full of interest from more than one point of view, but educators and intelligent laymen interested in public education will value Professor Counts' book chiefly because it is an objective analysis of the social and political forces which condition American education in industrial and cosmopolitan centers. Chicago is for the time being a horrible example, but what has happened there might happen in any other community in which interests, opinions, fears and passions conflict.

Why was Mr. McAndrew "fired" by the Thompson school board? Professor Counts shows that the answer to that

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question is not simple. To arrive at it is to understand "the battle over schools"—a battle in which religion, race, economics, party politics, spoils, hypocrisy and lust of power play important parts.

Professor Counts falls into one or two errors, but they are not serious. Thus he intimates that McAndrew had no counsel at his farcical trial to match the skill and adroitness of the attorneys employed by the school board. There is no basis for this notion. Mr. McAndrew had superior, not inferior, counsel, and all his legal rights were duly saved. The courts will pass upon the issues in due time, though, alas, too late for any practical purpose.

Apart from the minor errors, the author knows Chicago and its forces of good, evil and half-good-half-evil. His account of the local press, the leading organizations, the churches, the labor unions as actors in the school drama is remarkably accurate.

Of course, he draws certain broad conclusions in his final chapter, especially in connection with "the riddle of control." Enlightened Chicagoans are in agreement with him as to the frank representation of different elements in educational administration. But they know from bitter experience that no legal or technical safeguards alone will prevent such tragic farces as the assault upon McAndrew and the outcome of the preposterous trial. The real trouble is that cities like Chicago do not know what they want in public education and that the soundest reforms are opposed most strenuously by well-intentioned and even progressive groups. Public education, like government, is a compromise and, as yet, not a very intelligent one.

VICTOR S. YARROS

*Chicago Daily News*

*The old woman saw them. "My dear!" she cried, "what are you doing? I asked for one little cat, and what do I see?" From Millions of Cats, by Wanda Gág. Published by Coward-McCann, Inc. $1.25*

# What a Church Should Do

HOW TO STUDY THE CITY CHURCH, *by H. Paul Douglass. Doubleday, Doran and Co. 215 pp. Price $2.00 postpaid of The Survey.*

SUPPOSE a city church wakes up to the fact that its buildings and methods and plans are somehow failing to meet the needs of the racial and social group that surround it. What should that church do? Or suppose a group of city churches, or some extra-ecclesiastical agency, has a rush of Christianity to the heart, and wants to increase the effective interaction of all the religious bodies in a given area. What ought to be its first step? In either case, a wise first move would be the purchase of a copy of this latest product of the Institute of Social and Religious Research. Succeeding moves will then have the benefit of a wide experience. This book, with its hundreds of charts, scales, graphs, and maps, is the boiled-down essence of more than ten years of intensive and extensive work in helping city churches to get acquainted with themselves.

CHARLES S. BROWN

# Three Sociology Texts

AN INTRODUCTION TO SOCIOLOGY: *Edited by Jerome Davis and Harry Elmer Barnes. Heath. 926 pp. Price $4.48 postpaid of The Survey.*
PRINCIPLES OF SOCIOLOGY, *by Frederick K. Lumley. McGraw-Hill. 562 pp. Price $4.00 postpaid of The Survey.*
AN INTRODUCTION TO THE STUDY OF SOCIETY, *by Frank H. Hankins. Macmillan. 760 pp. Price $4.00 postpaid of The Survey.*

ONE could not, without consuming considerable space, go into detail in reviewing these three volumes. To dismiss them on their merits in a word, we may describe them as texts of a high order and taken together they constitute a hopeful indication of the scientific trend that is manifest in sociology.

The Davis-Barnes book purports to be, according to the subtitle, A Behavioristic Study of American Society. It is the product of seven men, each writing a section. They are Jerome Davis, Harry Elmer Barnes, L. L. Bernard, Seba Eldridge, Frank H. Hankins, Ellsworth Huntington, and Malcolm M. Willey. Each has a section in the book and in a book of readings (which I have seen, but which was not submitted to me for review) each has a corresponding section. Thus, it is a two-volume work and a library in itself. It is dedicated to the veterans Charles H. Cooley, Franklin H. Giddings, Edward A. Ross, Albion W. Small, William G. Sumner and Lester F. Ward, under whom the authors have at one time or another been students.

Professor Lumley has written a concise and readable book, the material being oriented in such a way that it could serve as a convenient book for reference as well as a text. For the lay student it is perhaps the most easily understood, certainly it is the least overwhelming for the beginners in the field.

For students or laymen who have already some foundation in the readings on social science, the Hankins volume—which is described in the subtitle as An Outline of Primary Factors and Fundamental Institutions—is well worth reading. While there may be some disagreement with Hankins on his emphasis of the eugenic ideal, we have to grant him that he has gone as far as any one, so far, in putting sociology on an objective scientific basis.

NELS ANDERSON

*Seth Low Junior College*

# Sociology Plus

AN INTRODUCTION TO SOCIOLOGY, *by Ernestt R. Groves. Longmans, Green. 568 pp. Price $3.00 postpaid of The Survey.*

"INTRODUCTION" is the word. It would be difficult to name a major problem not touched upon by Professor Groves in his stimulating discussion of man and his social equipment, social experience, social organization, social failures and social resources. The author makes excellent use of anthropological and psychological material in interpreting social phenomena in the fields of government, industry, art, science, religion, education and the family. He surveys the field of sociology, denotes its chief problems, indicates its methods and recounts the development of social thought from Plato to Giddings and his contemporaries.

Because of its scope the book is occasionally superficial, stating conclusions on controversial issues without an adequate survey of divergent points of view and without supporting evidence. In his discussions of labor and religion Professor Groves reaches conclusions which may be valid, but with which equally qualified students might disagree. Nevertheless, he has written a valuable and vital book. Not the least valuable section is the appendix of eighty pages which includes discussion topics, subjects for investigation, problems and an excellent set of chapter-by-chapter references to books and articles. To the student who will do serious work the appendix alone is worth the price of the book.

HENRY M. BUSCH

*School of Applied Social Sciences, Western Reserve University*

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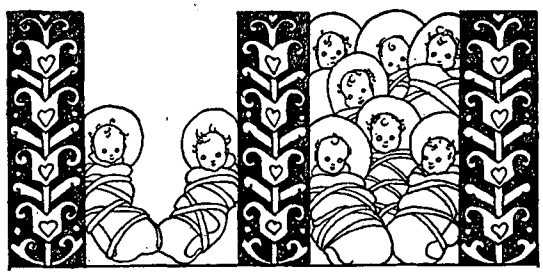
"There is a rainbow but not a bridge"



The beggar-woman's twins

# Tales Told the Children of Hungary Retold for Ours

TISZA TALES, *by Rosika Schwimmer; illustrations in color and black and white by Willy Pogany. Doubleday, Doran. 225 pp. Price $5.00 postpaid of The Survey.*

Their two young bulls pulled the bell easily

THERE'S something inveterately young in Willy Pogany. But that's only one reason he leaped to the capricious moods and glowing fancy of the folk tales "which have been handed down by fishermen resting on the banks of the Tisza, by villagers gathered for the Spinning Feast, by shepherds when they meet around their camp fires on the *puszta*"—stories which Madam Schwimmer heard when she was a girl in Hungary, which Willy Pogany heard there as a boy.

This is the gleaming pageantry which our new internationalism is bringing us—to enrich from the savings of the world's peasantry the slender stock of fable and legend which earlier generations of American young folk pored over from Scandinavian and Arabian, German and English sources. There is no war stuff in the treasure trove of this pacifist author—let the jingoes who have attacked her public life make the most of that as insidious propaganda!—but there is a wealth of captivating imageries of boys and girls and rainbows and geese and caves and beggar-women's twins and brave tailors such as have fascinated children in all times, and as nothing else interpret the heart of one country to another.

# Temples Riveted of Hearts

THE CITY MANAGER, *by Leonard D. White. University of Chicago Press. 355 pp. Price $3.00 postpaid of The Survey.*

THIS is a striking and dispassionate study of the city manager as a new type of American public official—in fact the most comprehensive, frank and best book on any aspect of the city-manager movement or plan. It is based on the personal investigation by the author of the managers in their actual environment and of the various charters of city-manager cities. Serious question might properly be raised regarding the conception of an "integrated consolidated administrative power" (page 297), which the city manager has practically achieved, as the ideal for state governors and the president of the United States. But that is beside the main question.

The author conclusively demonstrates the extraordinary administrative achievement of the city manager against the background of "low standards of municipal accomplishment, waste and misapplication of public funds, lack of vision . . . government by political machines . . . jealousy and ill-will between communities . . . concealment of the real condition of public business."

An excellent viewpoint maintained throughout is that the legal definition of functions in charters is not necessarily the actual nature of the government in the city. The effects of personal ambition, personal knowledge, and the conception of his office by the manager, beside the various social pressures in the city, make the government a different thing from the legal description. Any group of professional workers might very well be proud of the conclusion of the study:

> The managers have made a remarkable record of devotion to the larger interests of the city, even at considerable cost to themselves. They have sincerely tried to see the city as a whole and to eliminate any suspicion of favored treatment for any part. They have conceived the city not merely as an organism of the present but as a creation of the future.

There are four hazards in the movement: the failure of the city council; the adventuresome spirit of many managers new to the game, who enter the field of policy, if not politics, instead of "sticking to" administration; the inclination of cities to prefer local men; the danger that there will not be a steady flow of capable, well-trained men entering the profession.

But with all the achievement of the city-manager plan as a mechanism of good administration, the social worker will be primarily concerned in the fact that he has been in the main an engineer interested in physical problems. In the smaller cities he has necessarily been the operating head of the public utilities and public works. He has kept close to his job. He has not been social inventor or pioneer. The great need of the city-manager movement is not physical engineering, but social engineering. The almost thirty types of engineers who have been appointed to city managers do not include the social engineer. The city managers should frame for their office Ruskin's sentence:

> You will know then how to build, well enough; you will build with stone well but with flesh better; temples not made with hands, but riveted of hearts; and that kind of marble, crimson-veined, is indeed eternal.

The book will interest all who have to deal with boards, whether it is the hospital superintendent with his board of managers, the city superintendent with his board of education, or the social worker with his board of trustees.

EDWARD A. FITZPATRICK

*Marquette University*

# The Human Pudding

INSTINCT AND PERSONALITY, *by A. Campbell Garnett. Dodd, Mead. 218 pp. Price $3.00 postpaid of The Survey.*

THIS is in the main a version of the "motivation" psychology which is near the footlights on the modern psychological stage. Mr. Garnett (of the University of Adelaide, Australia) attacks the formidable problem of bringing into one picture the instinctive life from which we spring and the ideal life to which we aspire. The upper and the ultimate values remain; our recent knowledge of their psycho-physiological grounding specifies their warrant and discloses their mechanism. The urge

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to living and the sources of energy, likewise its typical patterns, stand revealed in the new psychology. But with instinct established, personality still dominates.

The secondary purpose of the volume, which in space content almost equals the primary theme, sets forth in a well-compiled chapter the role of the subconscious, and how amazingly it can embody and intrude upon the motivation sphere, often to the upset of the normal relations. In further reconciliation of what man is from below and what from above, the relations of body and mind are brought into the revised formulation.

The volume is nowhere strikingly original, and it lacks the sharp contours of a well-followed plan. But it is a useful contribution to a theme of highest moment, the value largely in the close-range handling of the data. To readers to whom the problem is familiar, alike in the contrasted renderings of the behavioristic, the Freudian, the naturalistic and the dynamic approach, the presentation will appeal as yet another attempted solution of the perennial enigma of how with the same original endowment we develop so differently, how with the same ingredients in the recipe, the human pudding comes out so variously flavored. To some the compromise will suggest the desire to eat our cake and have it too. Clearly the problem of education is to direct instinct to personality; and to do this one must know with every available detail what we have to build on and what is the process of redirection. Whether the moralizing trend has made cowards of us all as we psychologize, remains an open question. Libido is king because enthroned by nature; but the dethroning by acquired ideals, making everyman the master of his fate, is no less the way of all spirit however bound to flesh.

JOSEPH JASTROW

# A Red Flag

CANCER. A PROFESSIONAL RESPONSIBILITY AND A PUBLIC LIABILITY, *by Albert Soiland, M.D. Appleton. 143 pp. Price $1.50 postpaid of The Survey.*

THIS small book, easily read, is a valuable contribution to the increasing volume of literature educating the layman in medical matters. The subject of cancer in particular has needed elucidation because of its increasing prevalence, the commonly terrifying connotation of the word, and the confusion regarding "cures" in the public mind. Dr. Soiland, a British authority, here presents an admirably scientific, concise, and simple discussion of the entire subject. The types of cancer are described, their relation to age, sex, contact, and heredity, and the symptoms which may or may not be present. The most valuable chapters are those dealing with the unscientific, unavailing "cancer cures" which have caused much harm and with the frequently effective defenses of modern science: surgery, x-ray, and radium.

ADELAIDE ROSS SMITH, M.D.

# Russia Today

LABOR PROTECTION IN SOVIET RUSSIA, *by George M. Price. International Publishers. 128 pp. Price $1.25 postpaid of The Survey.*

A PHYSICIAN who has devoted the greater part of his life to the study and development of industrial hygiene in the United States visits Russia. He knew the Russian language thoroughly, he knew well pre-revolutionary Russia, and his knowledge of international labor conditions particularly in the health field, can hardly be equalled. Certainly he cannot be subjected to the many accusations which greet those research students who visit the Workers' Republic. His book is a compact presentation of the facts as he observed them.

Dr. Price opens his treatise with a comparison of labor legislation in pre-revolutionary Russia with that of 1927. He describes the extent of industrial development and the type of labor legislation which had been painfully enacted and then left to die because of lack of administrative machinery. He indicates that the legal workday of Russia prior to 1917 was eleven and one-half hours. Today, Russia leads the world in its Labor Code. It has provided an amazing machinery for effectively enforcing this code. Through the socialization of the medical profession it has created avenues for health protection and health conservation which the American worker scarce dreams of. The Russian government is carrying on a health education program which is one of the most progressive in the world, taking advantage of information secured from many other countries. Dr. Price has compressed in his book a wealth of information valuable to the social workers of every country. One might well deplore the fact that the book was not made more comprehensive, giving interpretation as well as facts.

THERESA WOLFSON

# First Aid for Dry Debates

PROHIBITION: IT'S ECONOMIC AND INDUSTRIAL ASPECTS, *by Herman Feldman. Appleton. 415 pp. Price $2.00 postpaid of The Survey.*

OUT of Dartmouth has come the first scholarly American volume dealing impersonally with some of the facts of production, purchasing power and consumption in the light of prohibition. There is courage in the frank admission of lack of evidence when it can't be trusted or discovered. There is no evidence of partisan bias in suppressing or exalting evidence of value. There is critical judgment in the selection and rejection of data and in the interpretation of facts. Professor Feldman has found it possible not only to dig out old records of value but to develop new and trustworthy evidence by direct personal inquiry and in many industries and in all variety of communities.

Apart from the haze of emotional morality, quite clear from the mud of propaganda and politics, independent of traditional religious credos, the author leads us to and through much of the experience of the workers of our contemporary world, into and out of the pocketbooks of housewives and store-keepers, to weave at least a sturdy if not a decorative cloth of fact which will wear better than any garment so far offered for the hard usage of popular debate.

We learn and are convinced that liquor consumption was increasing and not declining before prohibition; that death-rates from denatured alcohol are not increasing; that none or all the substitutes for alcoholic drinks have cost the people more than a small fraction of the old saloon bill; that good foods at a new multitude of eating-shops, and particularly milk and ice cream, have been used in increased amounts as a result of prohibition; that there are no trustworthy data to prove that drug addiction has increased since prohibition; that drink is not now depriving the working-class home of many of the things a family needs; industry is enforcing its own prohibition with more severity and increasing success; liquor is no longer a factor of significance in industrial accidents; traveling salesmen no longer rely upon treating as an aid in selling; the hotel business has improved because of the necessity of good management, and real estate values have not suffered; there has been a large loss among most distillers and brewers; automobile accidents due to drunken drivers have increased, but from other reasons than prohibition.

Don't get into an argument about prohibition and the economic life of the United States without this book in hand.

HAVEN EMERSON, M. D.

# Fifty Years of It

FAMILY LIFE TODAY, *edited by Margaret E. Rich. Houghton, Mifflin, 1928. 244 pp. Price $2.50 postpaid of The Survey.*

HERE in attractive and permanent form is the series of notable papers on contemporary family life presented at the conference held in Buffalo, New York, a year ago in celebration of the fiftieth anniversary of family social work in America. This was a unique anniversary celebration, in that it looked forward as well as backward, and all round, calling in experts from many other fields, biology, sociology, industry, the church, education, and so on, (*Continued on page* 395)

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# How Fix Salaries?

Discussed by ORVILLE ROBERTSON and MARY CLARKE BURNETT

## Mr. Robertson:

One might almost accuse Paul Beisser of writing his article, which appeared in the August Midmonthly, for the purpose of winning favor with the flappers—but of course one wouldn't. The article raises a number of questions in my mind. Here they are:

Does not the publication of this sort of material do social work and social workers more harm than good? Would not the average contributor to the support of social work be inclined to give less after reading such an article? Is it not such attitudes as this article seems to imply that make the raising of adequate finances for social work so difficult?

Is not this attitude the predecessor of the one which a little later brings forth the announcement that a young couple cannot be married and live decently on an income of less than $4,000 to $5,000—or that it is impossible to have a baby properly for less than $1,000?

If those who worked out this budget thereby confess their inability to handle their own finances any more wisely than it indicates, are they not out of place trying to help the clients of social agencies, among other things to put their finances on a sound basis? Does the beginning social worker who insists that he must have an initial salary of $1,800 ever stop to reflect that a very large proportion of all those who contribute to the support of social work, and thus to the payment of his salary, have incomes of less than $1,800—and that many of them are supporting families? How would he like to undertake the job of convincing this large group of small-income contributors of the soundness of his budget and his attitude?

Has the day entirely passed when it is both appropriate and desirable that some degree of self-sacrifice be made by the social worker for the sake of the work? Is there danger of social work coming to be looked upon somewhat as the politician views a "plum" where the individual may receive a better income than he could earn in any other way. If so, is this good for social work, or for those engaged in it?

How many young teachers, public-health nurses, and beginners in the business world, with a comparable amount of time and money spent in preparation, receive an initial salary of $1,800? How many young doctors, lawyers, ministers, have a net income of $1,800 in the beginning, though the amount of time and money spent by them in preparation is much greater than that spent by most social workers?

To what extent do young doctors, lawyers, ministers, attend conferences, as compared with social workers? Is their future development hopelessly blocked or stunted because of the fact that they have to miss some of these during the lean years while they are becoming established in their professions? Is the belief of the social worker that he just mustn't miss a conference influenced by the fact that his income does not depend directly upon the securing of, and getting results for, patients and clients in the way that the young doctor or lawyer must do? Would social-work conferences be fewer, shorter, of better quality and more thoughtfully attended, if each person attending paid all of his own expenses from personal funds?

Turning for a moment to the cold, hard standard of judgment which governs one's income in business and in the more-established professions—namely, results: Can the beginning social worker justify his demand for an initial salary of $1,800 on this basis? If he cannot, does he feel that the rather general practice of judging by results is all wrong? Even the most optimistic of us would hardly say that social work is as yet a fullfledged profession, however much we may hope that it is in the process of becoming one. This being true, are we not rather getting the cart before the horse when we place undue emphasis upon salaries at this stage of the game, rather than upon the development of our work to a point where it will show unquestionable results which justify the salaries?

When we compare the incomes of social workers with those of other professional people, are we not frequently guilty of two errors: First, comparing the income of an average social worker with that of a successful doctor, lawyer, minister, teacher; and second, overlooking the centuries of development which these other professions have undergone in reaching their present income levels?

Being one of the youngsters myself, perhaps I am taking too seriously the attitude of youth toward this matter, or perhaps I am all wrong. What do Jane Addams, Gertrude Vaile, Uncle Alec, Jeffrey Brackett, Frank Bruno, and some of the others who have made really substantial contributions to the development of social work, think about this budget and the attitudes behind it, as

## What Do You Think?

*CLEAR the decks! The debate is on. It started with a brief report by Paul T. Beisser of a study of the salaries and expenses of Baltimore Social Workers (The Survey, August 15, 1928). This study resulted in the budget reprinted on the following page.*

*Orville Robertson, who replies to Mr. Beisser, is general secretary of the Associated Charities of Omaha. Mary Clarke Burnett, rebuttal, is head of the Department of Social Work, Carnegie Institute of Technology, Pittsburgh.*

*There is much to be said on both sides. Will you help say it? Address your letter to The Social Work Shop Editor of The Survey, 112 East 19 Street, New York.*



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expressed especially in the second paragraph of the article?

By all means, pay social workers $1,800 per year, and more—when they have proved their qualifications for the work and their ability to earn it. But first let them win their advancement in the same way that they would have to do in other professions or in business—by a few years of service on an income limited in keeping with their actual value to the work at that particular stage of their development.

## Mrs. Burnett:

Orville Robertson makes several assumptions which are seriously open to criticism.

The first of these—that self-sacrifice should be expected of the social worker because those who are paying his salary are giving to charity—is in direct contradiction to present efforts to educate givers to the idea that social work is intelligent service rather than undiluted alms, and as such will have to be adequately paid for. The comparison that he makes between the income of givers and of social workers is somewhat beside the point. Even if it were true that "a very large proportion of all those who contribute to the support of social work . . . have incomes of less than $1,800," a statement which seems somewhat dubious, does it necessarily follow that, because a poor man may give a dollar to the Community Chest, those whose salaries the fund pays should be able to give no more to the cause that *they* wish to support? That social workers have their daily contacts with people who are admittedly living on less than they need to support themselves in comfort, no one will attempt to deny. Are we to assume, however, that the situation will be improved if social workers are reduced to similar straits? Efforts to raise living scales all along the line would seem a more constructive proposal.

Mr. Robertson objects to the suggestion that the beginning social worker's "actual value to the work" could possibly be worth as much as $1,800 a year. The extent to which those who enter the profession are able to make a contribution in the first years depends largely upon the adequacy of the preparation that they have received. The most cogent argument for higher beginning salaries is that only in this way can people be encouraged to invest time and money in training before looking for a job. And as long as social agencies encourage untrained people to come on their staffs because they can get them for *less* than the salary expected by the trained worker, we are not likely to get very far in establishing social work on a professional basis. It is rather misleading to suggest, as he does, that the cart is being put before the horse when emphasis is laid upon higher salaries. Standards and compensation are two things which interact one upon the other, and it is impossible to advance the one without pushing the other forward at the same time.

The question of what any worker is "worth" is difficult to determine, and as far as one may judge, no one is compensated in the modern world in any direct relation to the theoretical value of his achievement. Members of some of the older professions may be able to stand irregularity of income in the early years because of the hope of adequate returns later. No available figures for social-work salaries give any reason for looking forward to a future of comparative affluence in compensation for the hardships of today, and even the teaching profession offers more in the way of security and regular advancement to those who invest less time in preparation than the standard we are attempting to set for social work.

In view of our desire to improve standards, it seems hardly wise to belittle the ambition of the youngsters in social work to advance themselves through study and attendance at conferences. And surely, in view of the rude remarks that have been made in the past (by clients as well as the general public) about the drab appearance of social workers, it is refreshing to see that clothing is not slighted in the budget prepared by Mr. Beisser's group! Living expenses obviously vary in different localities, so that the figures used must be considered in the light of that fact. Whether or not the itemized distribution is on the wisest possible basis is a subject which might be open to debate, but let him that would throw the first stone try to fit his own requirements into some standard budget that has been prepared with an eye to economy and efficiency only. And is it not possible that workers whose budgets are perhaps more "human" than "scientific" may deal the more sympathetically with those of their clients whose interpretation of the necessities of life does not fit at all points with that of the home economist?

### Budget for a Beginner

*Proposed by the Baltimore chapter, American Association of Social Workers. Reprinted from The Survey, August 15, 1928.*

| | |
|---|---|
| Room and board | $780 |
| Recreation and education (conferences, lectures, books, vacation, theaters, etc.) | 200 |
| Physical care (toilet articles and haircuts) | 30 |
| Insurance ($1,000 policy) | 26 |
| Carfares | 104 |
| Laundry and cleaning | 45 |
| Dentist, oculist, medical care | 60 |
| Gifts (Xmas, birthdays, etc.) | 50 |
| Contributions (church, charity, etc.) | 50 |
| Dues | 12 |
| Clothing | 468 |
| Stationery, stamps | 10 |
| | $1,835 |
| Less for individual differences | 35 |
| | $1,800 |

## The Professional Man

WHAT are the things that distinguish a profession from other occupations? Louis D. Brandeis suggests three things:

First, a profession requires a preliminary training that is intellectual in character, and the achievement of a measure of learning, as distinguished from mere skill that may be acquired by experience. Second, a profession is not supposed to be pursued merely for one's self. Third, a profession is not supposed to measure its members' success by the amount of their financial returns. . . .

I should suggest that any man is a professional man who does his work in a professional spirit, and I should define the professional spirit as a sense of public function looking toward the accomplishment of valuable social objectives, as the final justification of any claim a man may have to public respect and support.—*Glenn Frank.*

## Date 'em, Please

WHY not make it a rule that everything going through the typewriter should be dated, unless there are definite instructions to the contrary? Many lost minutes are to be charged up to the lack of that rule—in your office or the office of some one else.—*Evart G. Routzahn*

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# Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET
Director of the Community Chest of Washington, D. C.

## Are You a Conference Leader?

SOCIAL executives and chairmen of committees or boards of social agencies might find much of value in Bulletin 125, The Training of Foreman Conference Leaders, printed December, 1927, by the Federal Board for Vocational Education, Washington, D. C. It covers the qualifications of conference leaders and ways of meeting specific situations which develop during conferences.

## A Friend for the New Employe

Marie Brockman of the Southwestern Bell Telephone Company, St. Louis, reports that for the first two weeks of her employment every new girl is assigned to a big sister, an older and more experienced worker, who sees that the newcomer has some one to eat with and to show her the ropes. Might not such a plan be applied to the new clerical workers in the larger social agencies?

## Social-work Publicity Syndicate

A publicity service which should be of great value to social agencies, especially in smaller cities, is announced by the Social Service Feature Syndicate, 1002 Commercial Building, Dayton, Ohio. This service consists of a bi-weekly distribution of stereotype mats made up from good social-service photographs, drawings and cartoons, together with a sheet of the proof of these mats and of story material and editorial matter which can be used in connection with the mats. The art work is better than that usually procurable in communities of less than 250,000 population and should be usable either by the newspapers or in the printed matter of the social agency. In larger cities, the material not suitable for newspapers could be used in neighborhood and foreign-language papers. The material is well written and above the average in quality of social-agency publicity.

## Cooperating With the Board

Financial and statistical relationships for presentation to a committee or a board should, whenever possible, be reduced to graphic form, agreed the members of the Institute for Social Work Executives at Blue Ridge, North Carolina, last summer. These charts might be drawn on the blackboard (get one if you haven't one for your meeting-room), or on large sheets of paper supported on a cartoonist's easel. They may be made into lantern slides if the group is large. If you want duplicate copies, draw them in ditto ink or on a mimeograph stencil or have photostatic or blueprint copies made. If you want blueprint copies you might be able to make them [see page 368].

Another suggestion made at Blue Ridge for graphic presentation was that demonstration should be made whenever possible. When a piece of equipment is to be purchased, bring it into the meeting-room and show how it works. If the equipment is a large piece of machinery, or if repairs to building or equipment are to be considered, take the board or committee to see it. Let them see the exact situation.

A successful executive acquaintance told us that he sends to his board and committee members, bibliographies, books, clippings, pamphlets and reports on the subjects which are being covered, and offers to get them books listed on the bibliographies if they will check the list and return it. He also suggests attendance at meetings where authoritative speakers will discuss the subjects on which the committee is working.

## Help the Committee Member

If you have a permanent committee or an important committee doing a special piece of work such as organizing a campaign, why not give each member an inexpensive ring book or ask him to buy his own? Then have all material for this committee punched with holes to fit the rings in the book so that each member can have his material available for reference.

## Carbon Economy

Are your stenographers and typists getting enough use out of your carbon paper? It is said that the average operator does not use more than 50 per cent of the carbon paper's value. As soon as the paper begins to show slightly dimmed copy or develops a few wrinkles, the paper is discarded and a new sheet installed. If you can't cure your operators of this bad practice, investigate as to whether or not a cheaper carbon paper may not serve just as well as the more expensive kind.

## Private

W. O. Houser, business manager of the Chicago Y.M.C.A., has the left end of his desk against the partition wall between his private office and the stenographic office. On the other side of the partition is his secretary. In the partition, at the height of Mr. Houser's elbow is an opening about 2 by 3 feet in size with a sliding piece of translucent plate glass which ordinarily is closed but which either Mr. Houser or his secretary can open for conversation or for the passing of papers back and forth. The glass is translucent so that the secretary can see if Mr. Houser is occupied, but the translucency also gives the effect of privacy to callers and saves Mr. Houser from distractions from the other side of the partition.

## Upsetting Father

Are you sure that your postage stamps are always right side up with care? You had better be sure that when the picture of the Father of His Country is sent out on a two-cent stamp his appearance is not merely upsetting to himself but also to the recipient; as witness the following letter recently received: "I would like to suggest a bit of constructive criticism of your office, that respect be shown the man whose face appears on our postage stamps. Your mail is quite often received with the stamp thereon up-side-down and this appears unpatriotic to—A Community Fund Supporter.

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# GOSSIP: of People and Things

## Thar's Gold In Them Hills

THERE'S another California gold rush on the way! Maybe your grandfather was a '49-er; you can follow the tradition by being a '29-er. The prize is as valuable; for while the old timer found gold, you will find a treasure house of professional ideas and suggestions—at the National Conference of Social Work in San Francisco, June 26 to July 3.

The California '29 Club is made up of those social workers (and their families) who are planning to travel together on a special train leaving New York at 6:20 P. M., Tuesday, June 18, and arriving at San Francisco Monday morning, June 24, in time for the preliminary kindred group meetings. There will be a day at the Grand Canyon and a half day at Santa Fe, to visit the old trails and the Tusuque pueblo. There will be side trips for those who need not arrive until Wednesday—Los Angeles and Southern California, or two days in the beautiful Yosemite.

The '29-ers will travel via the Pennsylvania and Santa Fe railroads, stopping, to add to the clan, at Newark, Trenton, Philadelphia, Harrisburg, Pittsburgh, Orrville (for Cleveland, etc.), Chicago, Kansas City, Emporia, Dodge City. Meals will be *table d'hote,* at a considerable saving, in the picturesque Fred Harvey dining-rooms west of Kansas City.

There will be good companionship—and, if you must, social-work discussions. There will be a chance to know better the leaders in social work who are so terribly busy during the conference.

J. L. Tuttle of Canton, Ohio, was the first to sign up. "Uncle Alec" Johnson was No. 2. Reservations are coming in almost daily. Make yours now, and write for further details to California '29 Club, care of The Survey, 112 E. 19 St., New York.

## Think It Over

"SO long as mankind lives a communal life, so long will there be community problems to be met. They are part of that great job of living together, whether in large or small community, city or country neighborhood. Because nothing in our community life is fixed but is in a continual state of change, our problems present constantly changing aspects and call for different modes of attack and solution."

—Woman's Cooperative Alliance,
Minneapolis, Minnesota.

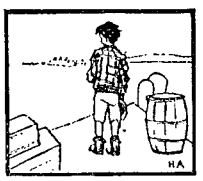
## $5,000 for Miss Berry

MARTHA Berry has won The Pictorial Review annual achievement award of $5,000 for her activities in the Berry Schools in Georgia. The award is given each year to the American woman who, in the opinion of a standing committee, has made the most distinctive contribution of the year to the world of letters, arts, science or the social sciences.

Miss Berry describes the growth of the Berry Schools, from small beginnings in her girlhood play-room to an annual expenditure of $200,000. Twenty-seven years ago, as she rode into the Blue Ridge Mountains, she was impressed by the splendid boys and girls she saw, but deplored the waste of their lives in a region where illiteracy was commonplace and advantages were few and far between.

She brought two of the children into the studio play-room of her home near Rome, Georgia, and began to teach them. Fired with the idea of reaching more of the mountain boys and girls, she turned over the estate, left by her father, to the work on which she had set her heart. From this small beginning Miss Berry's work grew from year to year, until now her schools house one thousand pupils and have a waiting list of three thousand.

## Ask For One!



WHILE You Are Waiting is the name of a pamphlet for recruiting volunteers, designed by what Clare Tousley calls home talent. The sketch on the cover was done by a C. O. S. case worker and the story inside is the work of one of their "cub reporters." This little folder is one of the most attractive we have seen in many a day. Our advice to those who have ideas to sell, and wish to see an excellent example of how to do it, is to write for a copy. Address C. O. S., 105 East 22nd St., New York City.

## Exhibits at San Francisco

A PLAN has been developed for the San Francisco headquarters of the National Conference of Social Work next June, to secure a better display of exhibits without placing the heavy burden upon the headquarters' helpers necessary in the past. Those who send material will receive simple but very definite instructions several months in advance—and space will be allotted only to those who report well in advance what they have to offer.

## Leila Houghteling Scholarships

THE University of Chicago announces the establishment of the Leila Houghteling Fellowships in the Graduate School of Social Service Administration. An endowment of $50,000 has been given the university for this purpose. The fellowships and scholarships will be granted only to those candidates who have completed the whole or a substantial part of a course (including field work) in a school of social work or who have already been engaged in social work and give promise of a future contribution in the field.

## The Funny Side of Records

WHERE'S THAT?—"She walks with a decided limp and frequently complains of pains throughout the interview!!"

Tossing Comfort Aside:—"Mrs. X has been saving up to buy corsets but has decided to have a tooth put in instead."

Perish the Thought!—"She begged Visitor not to talk about the rent with her father as he got so nervous that his tongue became paralyzed and he would take it out on them when he came home."

If Eventually, WHY NOT NOW?—"Old Mr. S has at present just returned from the hospital against advice although he had a stroke in his early thirties."

*From New York C. O. S. Bulletin*

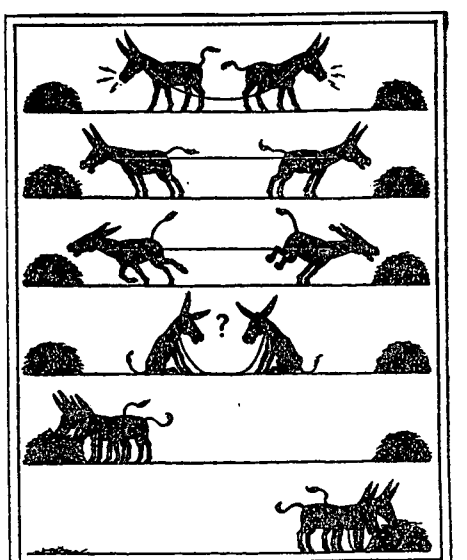
## Glory for Social Workers

THE prompt appropriation of good ideas by the popular song writers is reaching out into our own field. We wonder if our friend Howard W. Odum, Ph.D., knows that up and down Broadway they are moaning a little ditty called There's a Rainbow 'Round My Shoulder. A few years ago, just after The Survey's Harlem number, and the following publication of The New Negro by Albert and Charles Boni, Broadway sang cheerfully—and again without thanks—a mocking song about Harlem, Mecca of the New Negro. We await with impatience the vocal result of our coming Graphic article on the New York night clubs.

## Intelligence Tests

E. C. LINDEMAN tells a good one. A boy, up for examination, was given three questions to answer. The first answer he wrote in. After the second and third questions he wrote: "Only God knows

(*Continued on page* 394)




American Journal of Nursing

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# Make Your Reservations Now

The Survey is organizing a special train to go to the National Conference of Social Work (June 26-July 3), leaving New York on Tuesday, June 18th at 6:20 P.M. and arriving at San Francisco on Monday, June 24th at 8 A.M., via the Pennsylvania and Santa Fe Railroads.

Stops will be made at Trenton, Philadelphia, Harrisburg, Pittsburgh, Orville, O. (for Cleveland), Chicago, Kansas City, Emporia, Dodge City.

Full day stop-over at Grand Canyon. Half day at Santa Fe, to allow visits to Tesuque Pueblo and the old trails.

*This will be your train.* Facilities will be provided for group meetings; opportunities during the long days on the trains and the jolly parties at the stop-overs to become acquainted with others in your field.

Write now for full information. Only a limited number can be accommodated.

CALIFORNIA '29 CLUB
c/o THE SURVEY
112 E. 19th St., New York



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YOU will receive any *one* of the following books without charge if you send us *two* new yearly subscriptions to Survey Graphic at the regular price, $3 each.

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**Coming of Age in Samoa** By MARGARET MEAD
**Influencing Human Behavior** By HENRY A. OVERSTREET
**The Children** by EDITH WHARTON
**All Kneeling** By ANNE PARRISH

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# COMMUNICATIONS

## Hickman

TO THE EDITOR: You will, no doubt, be interested to know how the material in your publication is used. The State Department of Education is conducting an experiment in parental education and the article which appeared in the October 1 number, written by Miriam Van Waters and entitled Why Hickman Hangs, has been used in the parent study groups with considerable profit. The article is unusually convincing and well done and has special interest to the groups in this part of the state. The five proposals made by Dr. Van Waters have been seriously considered by probably five or six hundred parents.

GERTRUDE LAWS
*California State Bureau of Parent Education*

## International Conferences

TO THE EDITOR:—It was my privilege to attend the International Conference of Social Work in Paris last July, and afterward to attend the sub-committee meetings of the Committee on Intellectual Coöperation of the League of Nations. In thinking over these different experiences I have come to some preliminary conclusions in my thought about the problem of international social work.

The International Conference of Social Work in Paris brought into sharp relief certain inherent difficulties in all international gatherings. The first of these was the language difficulty, and the second consisted in the ethnocentric trends of nationalistic traditions reflected in the social work of different countries.

Are the differences of cultural nationalism insurmountable obstacles to international social work? I think not. I am convinced that we must do all in our power as individual social workers and as organized conferences of social work to promote and support future international conferences of social work, for the other way only madness lies. There are two distinctions which I have found useful in thinking about this problem. They are these: Social work is both an art and a science. As an art, social work must always and inevitably reflect the peculiarity in culture which characterizes the nation in which social work is practiced. But international conferences of social work must be tolerant of these variations in practice and willing to hear the claims of all. As a science, social work is cosmopolitan and works out and through to universal principles. Future international conferences must not allow nationalistic variations to obscure these universal principles.

From this it would appear that future international conferences of social work should serve as forums, places for free discussion of universal principles as well as for the claims of those purely provincial national practices. Under what conditions will such free forums best operate? My answer to this question is based upon attendance at the International Conference of Social Work at Paris and also upon my experience at Geneva, where I represented American scientists as a member of the Committee on Science and Bibliography of the League of Nations. Two conditions, therefore, appear to me to be essential to maintain the free forum idea in international conferences.

First, future international conferences of social work should be held *only* in small nations, such as Switzerland, Holland, Belgium, or Denmark, and *never* in the powerful nations, such



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as England, France, Germany, Italy, or the United States. The reason for this is that the atmosphere of a great city such as Paris, London, Berlin, Rome, or New York is intensely if not always intentionally nationalistic and suffocating. Coupled with this is the fact that the small nations do not provide the same powerful dominating and all-surrounding cultural influences which subtly affect free discussion.

Second, future international conferences of social work should make use of the existing and tried machinery of international cooperation (I refer of course to the secretaries of the League of Nations) in order to avoid the false steps of the less experienced in international organization. Ten years of grilling struggle with all sorts of international problems has beaten out of that experience certain valid principles and procedures of organization in international conferences and the secretariats of the League of Nations possess knowledge of these principles and skill in applying them. Just what form of affiliation with the League of Nations is desirable I am not prepared to say, but inasmuch as international social work is on its highest plane a form of international intellectual cooperation, and inasmuch as the League of Nations has a competent committee in this field, it may be that help should be sought from this quarter.

F. STUART CHAPIN

*Editor-in-Chief, Social Science Abstracts*

## The Dumb Minorities

TO THE EDITOR: The great whirl is over! Five states of the solid South, not counting border states, have gone Republican! Massachusetts and Rhode Island have gone Democratic! New York was close, as usual, and so were other states.

It is obvious that there are thousands of minority voters in all these states. Nearly half of the voters in New York were Democrats, and nearly half of the voters in Massachusetts and Rhode Island were Republicans. Now why should all the electoral votes in those states go to the party that has the most votes? The winning party does not have all the votes of the citizens; it only has a majority of them. Why should 60 per cent of the voters be given 100 per cent of the state's delegation in the electoral college? They ought to have only their 60 per cent.

The minority voters are counted in favor of the majority. This is worse than not counting them at all. It is grossly unfair.

Of course the president can not be divided, nor can the governor of a state; but the state's delegation in the electoral college could be divided. That is a perfectly simple and easy adjustment.

What would be the benefit of making such a division? First, it would lead to active campaigning in the "sure states." They would have a better chance to learn what is going on. See what happened in the South this year. Then again, it would relieve the excessive pressure on New York and other doubtful states. Further, while people are said to vote according to conviction, too many really vote according to habit; the plan proposed would break up their habits. Moreover, proportional representation would rekindle the interest of many people who ordinarily think it is no use to vote.

Congress has no power to change this unfair system; but the legislature in each state can do it for that state. This is what the United States Constitution says. See Article II, Section 1.

Senator Walsh of Massachusetts at the last session of Congress introduced a resolution asking state legislatures to act for the relief of the United States in this matter. The resolution gives reasons why the present system is injurious to the United States, but points out that Congress has no authority on this subject, hence the United States has to appeal to the states.

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(*Continued from page* 391)

this." When he received back his paper he found that the teacher had made the following notation: "God gets 100 percent; you get 0."

## State Conference Elections

STATE conferences of social work which have held meetings during the past three months, report elections of officers as follows:

Colorado: President—Jessie I. Lummis; vice-presidents—Professor B. F. Coen, Professor R. H. McWilliams; secretary—Olga Gunkle; treasurer—Eunice Robinson.

Illinois: President—Wilfred S. Reynolds; executive secretary—Edna Zimmerman (re-elected).

Indiana: President—Mrg. Francis H. Gavisk, Indianapolis; vice-presidents—Mrs. R. A. Archer, Terre Haute; secretary—John A. Brown, Indianapolis (reelected).

Kentucky: President—William N. Boehler, Lexington; vice-presidents—Marion Rust, Louisville; John P. Haswell, Louisville; Charles J. Turck, Danville; treasurer—Eda Herman, Danville; secretary—Canon J. N. Nelson, Louisville.

Massachusetts: President—Katherine P. Hardwick; vice-presidents—Maurice B. Hexter, Stockton Raymond; secretary—Charles A. Gates; treasurer—Joseph J. Tillinghast.

Michigan: President—Dr. Robert Haskell, Northville; vice-president—Adelaide Lounsberry, St. Joseph; treasurer—Alice Yonkman, Grand Rapids; secretary—H. A. Waldkoenig, Detroit.

Missouri: President—Professor E. L. Morgan; vice-presidents—L. A. Halbert, P. H. Byrns; secretary-treasurer—Bertha Howell.

Nebraska: President—Dr. H. von Schulte, Omaha; secretary—A. H. Staley, Hastings; treasurer—Dr. C. A. Fulmer, Lincoln.

New York: President—Mrs. Sidney Borg, N. Y. C.; vice-presidents—Rev. Joseph A. May, Utica; Mrs. Esther Denton, Elmira; Bertram M. Aufsesser, Albany; secretary—Richard W. Wallace (reelected).

Ohio: President—Miss Bell Greve, Columbus; vice-presidents—Otto W. Davis, Cincinnati; F. T. Babbitt, Columbus; treasurer—H. H. Shirer, Columbus (re-elected); executive secretary—Perry P. Denune, Columbus.

South Dakota: President—H. M. Gass; vice-presidents—Amos Ayres; secretary-treasurer—Mrs. L. W. Feezer (reelected).

Utah: President—Louise Y. Robison; vice-presidents—Amy B. Lyman, Julia A. Child; secretary-treasurer—Julia A. F. Lund.

Wisconsin: President—Marie C. Kohler (reelected); vice-president—Judge E. Ray Stevens (reelected); secretary—Benjamin Glassberg (reelected); treasurer—Professor E. B. Gordon (reelected).


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## Elections and Appointments

CHARLOTTE ALSPAUGH, formerly American Red Cross, San Diego, now Pension Dept., Associated Charities, Oakland, Cal.

NAOMI E. ASHBROOK, formerly director of girls' work, Hiram House Settlement, Cleveland, now executive secretary, International Institute, Y.W.C.A., Trenton, N. J.

VIVIAN R. BARRITT, formerly Welfare League, Seattle, now Associated Charities, Oakland, Cal.

PAUL BLANSHARD, formerly field secretary, League for Industrial Democracy, N. Y., now associate editor, The Nation.

GRACE BOYER, formerly N. Y. C. O. S., now resident agent Westchester County Children's Assn.

MRS. HARRIET BOW, formerly supervisor of Classes for Adult Foreign-Born, Canton, Ohio, now staff Neighborhood Teachers' Assn, Staten Island.

MRS. PEARL CASE BLOUCH, formerly assistant secretary, Seattle Community Chest, now assistant secretary, Community Council, St. Louis

EMMANUEL BORENSTEIN, formerly Brooklyn Jewish Social Service Board, now psychiatric social worker, Seward Park Guidance Clinic.

ARDITH C. BUSHWELL, of Kalamazoo, Mich., now case worker, Civic League Social Service Department, Bay City, Michigan.

DORCAS CAMPBELL, now in charge of publicity, Brooklyn Bureau of Charities.

ELIZABETH CLARK, formerly Family Welfare Society, Champaign, Ill., now Provident Assn, St. Louis, Mo.

ROSE DAVIS, graduate of Teachers' College, now psychiatrist, Mt. Sinai Hospital, children's clinic, New York City.

DR. JULIA DEMING, now psychiatrist, New England Home for Little Wanderers, Boston, succeeding Dr. Bradford J. Murphey, resigned to become director Taylor Foundation Child Guidance Clinic, Colorado Springs.

ALICE DENTON of Red Oak, Iowa, now staff Brooklyn Bureau of Charities.

LELIA I. DICKINSON, formerly case worker, American Red Cross, now social worker Albert Merritt Billings Hospital, Chicago.

MARY DYCKMAN now assistant financial secretary, Brooklyn Bureau of Charities.

ELIZABETH J. DYER, formerly Social Service Dept., Graduate Hospital, Philadelphia, now social worker, Illinois Social Hygiene Clinic, Chicago.

THOMAS F. FARRELL, elected president National Conference of Catholic Charities for 1929.

KATHERINE FRAZIER, formerly of Chattanooga, Tenn., now superintendent Public Welfare, Wise Co., Va. (*Continued on page* 397)



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(*Continued from page* 387) to share in giving a cross-section of scientific thinking on the most intimate, puzzling and fundamental institution of humankind. The authors include H. S. Jennings, W. F. Ogburn, Dorothy Canfield Fisher, Paul H. Douglas, A. J. Muste, Ernest R. Groves, Frederick May Eliot, and Rufus M. Jones, as well as leaders in the professional field of social work: the late Mary E. Richmond, David C. Adie, Karl deSchweinitz, Gordon Hamilton, Frank J. Bruno and Mary Willcox Glenn.

These papers were published in full or in part in the special issues of The Survey and The Family for December, 1927. Those who found them piquant and provocative, as well as informative reading at that time will welcome this permanent publication, edited by Margaret E. Rich, associate executive secretary of the American Association for Organizing Family Social Work.

# Social Change

CULTURE AND SOCIAL PROGRESS, *by Joseph Kirk Folsom. Longmans, Green and Co.,* 1928. 558 *pp. Price* $3.00.

IN a very thoughtful and tactful way the author tries to debunk the subject of his book. He is writing for second-term sociology students on the nature of culture, of personality, of social change as variously viewed in the modern world. He stresses welfare, the prevention of physical and mental suffering, and the elimination of waste. He ends by considering the purposes and conditions of human life. It is a good, evenly tempered, hopefully written text-book, stimulating without being disturbing, covering the general field, and conveniently arranged for class-room use.

NELS ANDERSON
*Seth Low Junior College*

# A Rural Directory

HANDBOOK OF RURAL SOCIAL RESOURCES 1928. *Benson Y. Landis. University of Chicago Press. 226 pp. Price* $2.00 *postpaid of The Survey.*

WHAT the directory of social agencies is in the city this book proposes to be for the country, only this is a handbook for the country as a whole. The materials are arranged in two parts; the first dealing with rural developments for the last six years or so, and the second part dealing in information about the organizations of the National Council of Agencies Engaged in Rural Social Work. Part I contains fourteen short chapters on as many topics relative to the rural situation, as rural population, farmers' standards of living, rural art, rural education, rural social work, Catholic and Protestant church progress, women's organizations, legislation, cooperative marketing, taxation, credit, prices and income as these subjects relate to the farmer. Each subject is written by a specialist in the line. This is a useful volume for workers and organizations identified with rural life.

NELS ANDERSON

# Economics

GOVERNMENT AND BUSINESS, *by Earl Willis Crecraft. World Book Co.* 508 *pp. Price* $2.96 *postpaid of The Survey.*

A MORE exact but more forbidding title for this book would substitute "economics" for "business", as the usual meaning of the latter word is here expanded to embrace the whole of commerce and industry. The word "government" need not be questioned, for the book deals less with the theoretical interrelationships of politics and economics than it does with the concrete connections of the economic world with the structure and operation of actual governments. As pointed out in a quotation from Charles A. Beard, the old term "political economy", which expressed the union of the two realms, fell into disuse as the industrial powers fought government control; and Professor Crecraft, by his able and unprejudiced examination into the extent of present interdependence, emphasizes the inherent, inescapable bond between these concepts.

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**AMERICAN HOME ECONOMICS ASSOCIATION**—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

**AMERICAN SOCIAL HYGIENE ASSOCIATON**— 370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

**AMERICAN SOCIETY FOR THE CONTROL OF CANCER**— Dr. George A. Soper, managing director, 25 West 43rd Street, New York. To collect, collate and disseminate information concerning the symptoms, diagnosis, treatment and prevention. Publications free on request. Annual membership dues, $5.00.

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**NATIONAL CHILD LABOR COMMITTEE**—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

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**NATIONAL CONGRESS OF PARENTS AND TEACHERS**—Mrs. S. M. N. Marrs, President. Mrs. A. C. Watkins, Executive Secretary, 1201 Sixteenth Street, N. W., Washington, D. C. To develop cooperation between home and school, and an informed public opinion which will secure highest advantages for all children.

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Department of Farm and Rural Work, Mrs. Elmer Eckhouse, Chairman, 5 Columbus Circle, New York City. Program of Education, recreation, religious instruction and social service work for rural communities. Bulletin: "The Rural Voice."


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**NATIONAL WOMEN'S TRADE UNION LEAGUE**—Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; 311 South Ashland Blvd., Chicago, Ill. Stands for self-government in the work shop through organization and also for the enactment of protective legislation. Information given.

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**TUSKEGEE INSTITUTE**—An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

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**WORKER'S EDUCATION BUREAU OF AMERICA**—A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller, Jr., Secretary.

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(*Continued from page* 394)

WILLIAM L. GOODLOE, elected treasurer, United Charities, Valdosta, Ga., succeeding S. A. Smith.

MRS. EMMA T. HIGGINS, R. N., now social service worker, Oak Sanatarium, Pewaukee, Wisconsin.

MAUD HOPKINS, formerly Brooklyn Bureau of Charities, now Social Welfare League, Rochester, New York.

MABEL E. IRWIN, now secretary Community Chest, Washington, Penn.

ARLIEN JOHNSON, now on faculty Graduate School of Social Service Administration, University of Chicago. She will give courses in Community Organization.

MARTHA T. JUVE, Delano nurse, now Pacific Branch A. R. C. staff.

JEAN V. LATIMER, formerly State College for Women, N. C., now educational secretary, Mass. Tuberculosis League.

ELSIE A. LAWRENCE, formerly Neighborhood Teachers' Association of Staten Island, now staff Child Welfare Division, Public Charities Association of Penn.

JOHN C. LINCOLN, secretary Social Service League, Grinnell, Iowa, elected president Iowa Chapter, A. A. S. W.

ELEANOR MECKLENBURG, formerly Girls Service League of America, New York, now Y.W.C.A., Pittsburgh, Pa.

MAURINE MEIS, graduate of Smith College School for Social Work, now case worker, Family Welfare Bureau, Sioux City, Iowa.

CHARLES E. MINER, superintendent of the Committee of Fifteen, Chicago, elected president Social Service Forum, Chicago; succeeding Joel D. Hunter.

ALICE MURPHY, formerly Brooklyn Bureau of Charities, now Social Service Federation, Englewood, N. J.

DR. ALONZO F. MYERS, formerly director of teacher training at Ohio University, now State Director of Teacher Training, Connecticut.

MRS. SADIE ORR-DUNBAR, secretary Oregon Tuberculosis Assn., appointed secretary Department Public Welfare, General Federation of Women's Clubs.

MRS. ANNETTE OVERBY, formerly Child Guidance Committee, Minnesota, now research assistant, Division on Community Clinics, National Committee for Mental Hygiene.

DEBORAH PENTZ formerly case worker with the San Francisco Red Cross Chapter, now executive secretary of Linn County Chapter, Albany, Oregon, succeeding Frances Cameron, resigned to take a similar position, The Dalles Chapter, Oregon.

HELEN PICKENBACH, formerly assistant director, Brick Church Neighborhood House, New York, now field secretary, International Institute, Y.W.C.A., Pittsburgh, Pa.

PAUL PORTER, now field secretary, League for Industrial Democracy.

DR. GEORGE H. PRESTON, secretary Mental Hygiene Society of Maryland, now Commissioner Mental Hygiene, to succeed Dr. Arthur P. Herring.

ROSE RABINOFF, now staff Grand Rapids Family Service Association, succeeding Mrs. Mae Fox Durkee, resigned.

FRED N. RAMSEY, Cleveland, Ohio, now general secretary National Council, Y.M.C.A.

ANNA V. RICE, now executive secretary National Board, Y. W. C. A., succeeding Mabel C. Cratty.

INEZ RICE, formerly nurse Jefferson County, Wisconsin, now city nurse, Marinett, Wis.

JEAN D. RICHARDS, now campaign service, National Tuberculosis Assn.

CATHERINE SANDERS, now director Children's Service Bureau, Oklahoma City.

MYRON C. SETTLE, formerly Boston University, School of Religious Education and Social Service, appointed to International Council of Religious Education.

LULA M. SEVERS, formerly Family Service Organization, Louisville, Ky., now A.R.C. field representative in Eastern Texas.

ELIZABETH SPEARE, appointed statistician Brooklyn Bureau of Charities, succeeding Priscilla Ford Greene, resigned.

JULIA SULLIVAN, formerly director of Welfare of the Tennessee Coal, Iron and Railroad Co., now A.R.C. field representative in the Eastern Area.

HELEN RUSSELL WRIGHT, joined faculty Graduate School of Social Service Administration, University of Chicago. She will give courses in social research and economic relationships.

JULIA WADDELL, now publicity director, Welfare Federation, Lancaster Co., Pa.

H. A. WALDKOENIG, formerly secretary, Battle Creek Welfare Fund, now campaign executive, Olof Gates Organization.

MILDRED WATSON, former case worker of Provident Assn., Topeka, Kansas, now with Y.W. C.A., Worcester, Mass.

VITA WEINSTEIN, formerly with Brooklyn Bureau of Charities, now After-care Dept. Workmen's Compensation Bureau, N. Y. State Dept. of Labor.

DR. EUGENE E. WILLISON, appointed first aid field representative American Red Cross Assn.

## Resignations and Leaves

HERBERT E. BIELE, financial secretary, Brooklyn Bureau of Charities, has resigned.

JESSIE FORBES, secretary, East New York District, Brooklyn Bureau of Charities, on leave for a long rest in Europe.

MARIE HUBBARD, secretary, Williamsburg District, Brooklyn Bureau of Charities, is on leave of absence. She will visit Europe and the Near East, and give courses in case work in Egypt and the Near East. Agnes Sullivan will act as secretary during her absence.

DR. JOHN R. MOTT, resigned as General Secretary National Council of Y.M.C.A.

EVELYN NOE, resigned as A.R.C. Field Representative in Tennessee.

MRS. MARY PADDON, resigned as director of Inwood House to become Mrs. Reginald Becket.

FRANK L. PENNINGTON, resigned as associate director Institute for Crippled and Disabled, New York.

MRS. J. FLOYD PHILLIPS, resigned as secretary, Community Chest, Washington, Penn.

BERTHA SCHLOTTER, resigned from staff of St. Louis Provident Assn. She will study Recreation at Northwestern University.

DR. H. SHELDON SMITH, resigned from International Council of Religious Education, to become professor of religious education in Teachers' College, Columbia. The resignation takes effect early in 1929.

MARIAN M. STULL, resigned Family Social Service of Des Moines, to accept similar position with Social Welfare League of Rochester, New York.

## Deaths

JOSEPH W. BYRNES, for years supervisor of playgrounds, West Orange, N. J., died Nov. 19.

DR. A. E. NEVIN, supt. of State Training School at Newark, N. J., died suddenly while en route to Washington.

MRS. HELEN CAMPBELL WALDKOENIG, wife of H. A. Waldkoenig, Secretary Michigan State Conference of Social Work, died at Plymouth, Mich., Nov. 4.



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POSITION OPEN to person of undifferentiated case work experience in a social service department connected with a national Jewish organization. Capacity that of head worker. 6260 SURVEY.

WANTED: A Social Worker for the Staff of a general Hospital located in the eastern part of United States. Must be college graduate with either two years case work experience or certificate from a school of Social Work. 6249 SURVEY.

WANTED: High type young woman, Catholic. Home Economics graduate preferred to assist House Director in Training Home for problem girls. Send credentials to Social Service Department, 120 Parsons Street, Detroit, Michigan.

WANTED: Experienced case workers in two Pennsylvania Counties, one of which newly organized is to be conducted on demonstration basis with Receiving Home. Salary $2,000. Address—County Agency Department, Children's Aid Society, 311 South Juniper St., Philadelphia.

WANTED: Experienced women to make collections in small and large towns in the seven Southeastern states as Field Secretary. Knowledge of Yiddish desirable. Must be of good address. Send full particulars in first letter also photo and salary desired. Hebrew Orphans Home, 780 Washington St., Atlanta, Ga.

WANTED: Psychiatric social worker (College graduate) as first assistant. Salary $1080 to start. Maintenance included. State Hospital, Howard, R. I.

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WANTED:—an Executive Director to take charge of an institution housing aged Jews as well as those who are helpless and incurable. The number of inmates range from 150 to 175. Applicant must be an observer of orthodox Judaism. All applicants should state age, previous experience, references and any other information. Louis Cohen, 1023 E. Baltimore St., Baltimore, Md.

WANTED—Two workers, a home finder and an investigator, in Jewish child placing agency in mid-western city. Must be experienced and have Jewish background. 6261 SURVEY.

MERIT EMPLOYMENT BUREAU, INC., 421 Seventh Avenue, (Entrance 33rd Street) New York City. Technical and clerical positions. Register any afternoon.

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COUPLE—Woman, 34 years old, Matron and supervisor of domestic science or school teacher up to and through the fifth grade; Man 47 years old; Teacher of printing and editor of school magazine; band master, director and teacher of orchestra and the various kinds of music found in institutions, including vocal. Long years of experience in private, State and Government Institutions. Highest credentials. Available in thirty days. 6241 SURVEY.

YOUNG MAN, Assistant Executive, eighteen months experience with delinquent and problem Jewish boys, desires position of greater responsibility. Address 6267 SURVEY.

POSITION of greater responsibility for a man, familiar with family, child placing, child protective work, probation and parole. 9 years experience, Mass. S.P.C.C. College graduate. Member A.A.S.W. References. 6263 SURVEY.

EXPERIENCED EXECUTIVE in orphanage, foster-home placement and social settlement will be available after January 1st, in these or kindred fields of non-sectarian or Jewish social service. Highest professional and lay references. 6268 SURVEY.

SECRETARY - STENOGRAPHER interested in position offering partly social work; possesses initiative, tact, ability to compose correspondence. Thoroughly experienced. 6269 SURVEY.

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## STUDIO TO RENT

PLEASANT large study to rent during day, Seventeeth Street near Fifth Avenue. Reference exchanged. 6250 SURVEY.

## SITUATIONS WANTED

SENIOR CASE WORKER, Catholic, desires position, preferably as a district secretary. Address 6257 SURVEY.

YOUNG MAN, college trained, desires institutional position as executive, boys' worker, or basketball coach. 6256 SURVEY.

EXECUTIVE with extensive experience as organizer in Settlement and Institutional work. Can furnish A-1 references. Available immediately. 6266 SURVEY.

WOMAN, 40, experienced as case worker and executive, holding master's degree in sociology, with knowledge of French and German, would take charge of family or child welfare agency in small city. 6265 SURVEY.

NURSE, experienced, seeks position in dispensary, sanitarium, doctor's office, or private institution. Five languages, including Yiddish. Best references. 6264 SURVEY.

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FRIENDS OF THE INDIAN: Atlantic City, N. J. Secretary, Matthew K. Sniffen, 995 Drexel Building, Philadelphia, Pa.

JEWISH WELFARE BOARD AND BIENNIAL CONVENTION: Washington, D. C., December 16. Chairman, Leon J. Obermayer, Philadelphia, Pa.

AMERICAN ASSOCIATION FOR LABOR LEGISLATION: Chicago, December 26-28. Secretary, John B. Andrews, 131 East 23rd Street, New York, N. Y.

AMERICAN SOCIOLOGICAL SOCIETY: Chicago, December 26-29. Secretary, Dr. E. W. Burgess, University of Chicago, Chicago, Ill.

SOCIETY OF AMERICAN BACTERIOLOGISTS: Richmond, Va., December 27-29.

AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE AND KINDRED AFFILIATED LEARNED SOCIETIES: December 27-January 2.

AMERICAN STUDENT HEALTH ASSOCIATION: New Orleans, La., December 29.


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# OH, YOU SOCIAL WORKER!

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*Sergeant*: Listen, boy; you ain't got to worry 'bout none o' dese shells comin' over. Firs' place, de one fo' you is got yo' name on it. You won't git no *other* guy's shell. An' you won't even *hear* yours. Firs' thing you'll know about dat one will be, "Good mawnin' Judge!"

*Soldier*: Say, Sergeant, I ain' worryin' none about no other man's shell. An' I ain' worryin' none 'bout *my* shell. What I'm worryin' 'bout is dese yer' big babies *"Fo' who it may concern!"*

***So this one is fo' who it may concern!***

## A LETTER:

My dear Mr. Gavit:

May I jot down here a suggestion that comes to my mind? I have been surprised on reading through the list of Survey Associates at various times to note the absence of names of people who are both verbally and in the *use* of The Survey, your strong supporters. More than once I have put the question to social workers why The Survey was not supported by 100 per cent of the social workers who have *not* families to support and could easily afford a membership. The most sensible answer has been that they get the habit of presenting demands for so many things, all of which they obviously could not contribute to themselves, that they have a permanent "closed season" in their minds for general appeals. If this is the case, could The Survey add this particular group to its supporters by some specific reference in one of its letters to the fact that it is *their* organ and would be strengthened morally as well as financially by their tangible support.

Yours sincerely,

A Social Worker

Nuf sed. As was remarked upon a notable Shakespearian occasion by one contemplating a murder, "If 'twere done, 'twere well it were done quickly."

Hoping you are the same,

Cordially,

J. P. Gavit

John Palmer Gavit
Secretary

**SURVEY ASSOCIATES, INC., 112 East 18 Street, New York**

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